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Characteristics of farms, farmers and hired laborers were examined to provide a basis for decisions about labor needs on Iowa farms. The study was limited to year-round farm jobs in large-sized enterprises to develop some knowledge of working conditions, renumerations, and skills which will be required in the future. A 3-phase study was conducted involving a mail questionnaire, personal interviews, and farm record analysis. Personal interviews were conducted with farmers and with their full-time hired men in six selected Iowa counties. Questionnaire responses were obtained from 861 of the 2,700 members of the Iowa Farm Business Association whose records were analyzed. For each farm type considered, the items most highly correlated with the amount of labor hired were the value of crop grown, the value of total working assets, and the particular livestock activities on that farm. The amount of labor hired was the result of the interaction of several variables. Most farmers were paying their full-time men in the traditional manner of a cash wage plus a house, some farm produce, and health and accident insurance, with possibility of a bonus at the end of the year. Most employees were rated as semi-skilled when given a choice of four skill levels ranging from unskilled to supervisory. This Master of Science thesis was submitted to Iowa State University. (DM)

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AN EXAMINATION OF HIRED FARM WORKERS ON IOWA FARMS

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April 1969

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PREFACE

Farming is supplying fewer and fewer jobs to rural residents in the country as a whole. Yet, in spite of the fact the employment is shrinking in the farm sector nationally, job vacancies of a year-round nature continue to be reported in many areas. Many of the emerging farm jobs however, are on larger, consolidated, commercial-type farms. Often these jobs require considerable mechanical skill.

The purpose of this study was to examine year-round farm jobs in large-sized enterprises in Iowa, to develop some knowledge of working conditions, remuneration, and skills which will be required on farms in the years ahead.

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Edward B. Jakubauskas
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INTRODUCTION

Getting and keeping an adequate supply of labor is a perplexing problem for most farmers today. They find a myriad of difficult problems facing them in their search for a "good hired man". The problem is however not a new one. This is evident in a quote from Card (4) who wrote on the subject in 1909.

> "A word should be said about the labour problem itself, which is one of the most serious difficulties confronting farmers at the present time. The development of manufacturing and other business industries has offered employment at wages which seemed to be better, even though in the net results to the labourer they may not have been better. The factory has offered definite hours, with steady employment and regular weekly pay. The chance for an independent home has appealed to many; the fascination of the city or village has attracted others. How to meet the competition induced by these conditions is the problem which faces the farmer. Regular employment, reasonable hours, and a comfortable, independent home will accomplish much. The wages paid must yield an equivalent return to those offered by city industries. To make the labourer understand the difference in the ultimate value of the dollar in the city and the dollar in the country is the hardest problem of all.
>
> An encouraging indication is the fact that large farming enterprises, which demand most labour but which provide the above conditions, have the least trouble in securing it, even though farmers in the neighborhood are crying for help."

Much of what he discussed in 1909 is still evident today. Competition from industry for labor and getting the hired laborer to realize the true value of his income are very much in evidence. But these are not the only problems which face the farmer.

The lack of skilled men who can perform the jobs required of them is often an even greater problem. The consolidation and increased mechanization of United States farms supposedly has developed an excess supply of laborers. In 1967 there were about 3.2 million farms in the United States, a reduction of more than 20% from 1959. Associated with this has been a 47% reduction in the annual average number of farm workers in the United States from 9.9 million in 1959 to 5.2 million in 1966 resulting in an apparent excess supply of workers in the agricultural labor market. A look at the makeup of these workers and especially the hired workers would indicate that many of them are individuals who have shifted in and out of the agricultural labor market many times, often being shunted by both agriculture and industry because of a lack of job skills or education. Perkins and Hathaway (7) have shown that there is much shuttling of labor between farm and nonfarm sectors; in fact much more than anyone had realized, but that the net out-movement is thwarted by general unemployment and by a lack of marketable skills. Often even though labor is available the work to be performed on the farm requires skills which the laborers do not possess. Also for many farmers a problem with hiring a full time laborer is in getting a large enough return on their investment in him. For these farmers the solution to their problem is in reallocation of resources or adjustment in size of their operation to accommodate what labor they have available.

Many of the larger commercial farms do find it profitable to offer hired laborers the wages and benefits required to keep them in their employ. Robbins (8) estimated that a hired man must be able to generate at least $4500 return to labor and management to justify his need. His analysis of the records of Indiana farm record cooperators for 1964 indicated that on the average for all farms a gross income of at least $26,900 was required to generate the necessary $4500 return. This gross figure however, varied widely depending on type of farm, efficiency of operation, etc.

Perhaps the crux of the farm labor problem can be summed up with the following quotes from two different authors. Heady and Tweeten (6) stated it in the following way:

> "Need exists to extend the public investment in education and employment services for the hired labor force, to allow it to be better skilled and to allow more flexibility and opportunity to take advantage of favorable non-farm employment opportunities. ...an increase in the supply price of hired labor would lower the demand quantity for it. But in so doing, the marginal productivity of hired labor should increase and its return in agriculture should be brought much closer to the non-farm level of real wage return."

Bishop (2) also comes to this conclusion in his analysis of the problem.

> "The problem which should be given highest priority has two fundamental parts, that is, the slack in aggregate demand for labor since 1957, and the low level of marketable skills of the farm labor force generally. The first part of the problem is at this juncture fairly close to being resolved, at least until the rate of unemployment begins to rise once again. The second part is acutely upon us as the unresolved problem that matters most."

At this point it may be of relevance to raise the question of the need for concern for the agricultural labor sector. With the ever decreasing numbers of people needed in agriculture could it be that in a few years the need for hired agricultural laborers would be so small as to be almost negligible? This would not appear to be true at least for Iowa. A look at Table 1 shows that even though agricultural employment has been declining the hired labor portion has been decreasing relatively less than family labor in Iowa. From the 57-61 average to the 61-65 average, the decrease in the United States was relatively equal for both types of labor but in Iowa this was not the case. Though family labor decreased 6.7%, hired

Table 1. Five year annual average farm employment for U.S. and Iowa by type and total 1957-1965[a] (thousands of persons)

	1957-61		1958-62		1959-63		1960-64		1961-65	
	U.S.	Ia.	U.S.	Ia.	U.S.	Ia.	U.S.	Ia.	U.S.	Ia.
Total	7284	292	7104	291	6907	289	6662	283	6372	275
Family	5353	254	5197	252	5040	250	4862	245	4655	237
Hired	1931	38	1907	39	1867	39	1800	38	1717	38

[a] Source (11).

labor remained constant over the entire period and indeed even rose for a time. This would seem to indicate the relative increase in its importance as a source of labor for farmers in Iowa where 25% of the work force is made up of agricultural laborers.

Even though the causes and cures of the agricultural labor problem seem to have been fairly well defined, the body of knowledge regarding the specifics of farm labor such as jobs performed, labor relations, characteristics of laborers, etc. seem to be very small. To quote a recent government publication (10):

> "The lack of adequate data on farm labor requires a benchmark study that will furnish basic information by States and major production regions. Through a field survey, information should be obtained on structural changes in agriculture that affect employment; characteristics of farms and levels of mechanization; use of labor, by types and seasonal demand, including custom and contract work to be done and skills required; rates of pay and non-money compensation; and general labor problems as viewed by producers. This study should encompass information from workers or potential farmworkers on their education, skills, earnings, views on farm employment, and other pertinent matters."

A number of researchers have done research of this type, most of them dealing with the area of labor relations among farmers and their hired men. We may do well to examine some of their results.

Brown (3) analyzed the problem of acquiring laborers and especially full-time laborers from the aspect of competition with industry for labor and labor relations on the farm with the objective of developing a payment system able to compete with that offered by industry. He listed five areas in which farm and non-farm employees compete: (1) the cash wage package, (2) fringe benefits, (3) the wage and benefit agreement, (4) working conditions, and (5) employer-employee relations. In examining these 5 areas in more detail he develops the following analysis. In regard to the cash wage package the non-farm employers seem to have the edge in that they generally pay laborers by the hour for a specified number of hours while farmers generally pay by the month with the hours determined arbitrarily by the farmer. Fringe benefits must be evaluated by the farmer on a cost and benefit basis. For many employees the value of a fringe benefit may be less to them than the value placed on it by the farmer and they would much rather have an increased size of pay check than the benefit. The wage and benefit agreement in industry is usually a very detailed written agreement, while that between the farmer and his employee is generally a loose verbal agreement. As a result, non-farm employers can compete more effectively for the laborer because he knows what he can expect and what is expected of him. This leads Brown to suggest that the farmer must develop a written agreement that is specific in all areas of interest to both parties to assure complete understanding by both parties involved of the requirements of the job, and the pay to be received.

The one area of the 5 in which farmers might have an advantage, according to Brown, is in the area of working conditions. He feels that working conditions on farms are generally better than in industry and the problem lies in farmers not doing a good enough job of selling them.

The final area that Brown discussed was that of employer-employee relations. This is one of the most critical areas for the farmer in the future. He stated that in the future unless the farmer has the ability to handle people and the art of getting along with them he will not be able to compete.

Robbins (8), in a study designed to examine the use of incentive programs in providing a means of compensating hired laborers, interviewed 173 farm operators in Indiana. The farmers were selected from names obtained from County Extension Directors of farmers that they knew were hiring full-time men. When presented a list of 7 different items which might be of value to consider when trying to keep a man, the farmers listed their preferences as follows: (1) good labor relations, (2) good wages, (3) adequate housing, (4) good buildings and equipment, (5) vacation, (6) incentive plans, and (7) bonuses. The number of respondents who chose good labor relations as most important was only slightly more than those who chose good wages as being most important but these two items were far ahead of any others on the list.

Given and Hundley (5) found the following to be true in their survey of dairy farmers in Michigan in which they conducted in depth, interviews with the farmers and their hired men.

(1) The farmers did not pay a wage comparable with industry.

(2) Most had no set policy for days off.

(3) Most farmers gave no extra pay for overtime.

(4) Most of the men hired on these farms were semi-unemployable workers.

(5) Most of the hired men were alienated from the community.

(6) Many of the farmers expected their hired-men to take the same interest in the business that they had.

(7) Most of the farmers did not train their men.

The above conditions were found to exist on the farms. The study also indicated that all of these farmers had difficulty in getting and keeping their hired laborers.

In contrast to this, several other authors have found that conditions just opposite of those listed above were necessary in order for farmers to compete for labor. In interviews with farmers known to be good managers and successful at hiring labor, Adams *et al*. (1) and Stock and Saupe (9) found that good labor relations which include such items as overtime pay, set working conditions, concern for the employee and proper training were necessary requirements to keep hired laborers satisfied.

The studies discussed, though of importance in examining the problem of acquiring hired help, deal only with one area of the problem, employer-employee relations. There also are other areas of concern to the farmer and to the hired man which have not been considered in detail. These are items such as skills of workers, jobs to be performed, or in general, changes in the uses of labor in agriculture. There have been some studies conducted by the United States government which treat the subject on a national or regional scale but these are not applicable to a state or local region. They cannot be used as guidelines for setting up training programs for potential farm workers or for determining future needs for labor on a state or local basis because the make-up of farm labor varies greatly over the country. One area may need a large amount of seasonal labor such as in the harvesting of fruits and vegetables and another may need year round laborers that can handle complex machinery used on large grain or livestock farms.

This study is an attempt to look at some of the characteristics of farms, farmers, and hired laborers in Iowa to provide a basis for decisions about labor needs on Iowa farms.

OBJECTIVES AND METHODOLOGY OF THE STUDY

Objectives

This study developed out of discussions among several members of the Agricultural Economics faculty at Iowa State University at which time they noted that very little was known about the farm labor situation on Iowa farms. More specifically, it was felt that there was a need for information about the characteristics of hired laborers, their skill levels, job content, and the types of farms and farmers employing them. Out of these discussions and also because of their interest in this area, the Industrial Relations Center at Iowa State University agreed to fund such a project under a manpower institutional grant given by the United States Department of Labor.

The objectives of the study were developed along with the methodology in an attempt to examine the total labor available to Iowa farms with emphasis upon full-time-hired laborers. The following are the 8 objectives which were developed:

(1) To determine the characteristics associated with the hiring of full and part time men on Iowa Farms with emphasis on the following areas: (a) the size, type and location of the farm and (b) the nature of the labor supplied by the family.

(2) To determine the nature of the wage agreement including prerequisites, fringe benefits, bonuses, salary advancement, etc.

(3) To determine the skills used by farm laborers in performing their work with regard to crop and livestock enterprises.

(4) To estimate the stability of the demand for farm labor as wage

rates change.

(5) To determine the common sources farmers use to obtain farm labor.

(6) To gain insight into the aspirations of farm workers, how they view their present position, their future plans, etc.

(7) To determine the qualities which farmers would like to see most in a hired man.

(8) To estimate the future needs for farm employees in Iowa and the types of training they might require.

Methodology

The study was carried out in three phases, a mail questionnaire, personal interviews, and farm record analysis. The mail survey was designed to cover the following areas:

(1) The farm business organization as it relates to the hiring of labor.

(2) The relation of family labor to hired labor.

(3) Wage agreements and levels as they affect the level of employment.

(4) Characteristics sought in hired labor.

(5) Skill levels possessed by hired farm laborers.

The questionnaire was sent to the more than 2700 members of the Iowa Farm Business Association (IFBA). This group was selected because of their active interest in farming and thus would be more likely to respond to the questionnaire. Also they represented commercial farms. In addition to the survey information, farm record data were available on these same farms which related to farm labor and thus extended the mail survey information. Lastly, it was felt that by surveying this group, we would be obtaining information from the more progressive farmers in Iowa that might indicate future trends for labor use on Iowa farms.

The second phase of the study involved personal interviews conducted with farmers and their full-time men in 6 selected Iowa counties. These interviews were conducted to determine employer-employee relations, worker aspiration and other detail which could not be obtained through the mail survey.

The farm record analysis phase of the study considered data from the records of the IFBA as they related to farm labor. These 2700 farm records included those farmers returning the mail questionnaire and thus gave greater introspection into Iowa's farm labor force.

Finally, data gathered from the three separate phases of the study were summarized and conclusions drawn.

SURVEY OF LABOR ON FARMS

A questionnaire was developed and sent to the members of the IFBA of which there are more than 2700 members. The members were surveyed to examine several aspects of their farms as they related to the labor hired or not hired by them. The operator was questioned about all types of labor available to him on his farm including both family and hired labor. A copy of the questionnaire and the accompaning letter can be seen in Appendix A. Even though the sample was not random, the IFBA members are located in all parts of the state and include all types of farms.

The questionnaire, which was kept short in order to insure a larger response, was divided into seven sections as follows:

I. Farm business organization
II. Family farm labor
III. Sources of hired labor
IV. Farm wage rates
V. Characteristics sought in hired labor
VI. Hired labor information
VII. Comments

The farm business organization was not obtained in detail since additional data were available from the IFBA records. These data made it possible to associate labor characteristics with farm size, type of operation, etc.

A table was developed to determine family labor use in relation to the days and seasons family members worked and wages paid them. From information obtained in this portion of the questionnaire, a determination could be made of any relationship which might exist between the amount of family labor utilized and the amount of labor hired.

The major portion of the questionnaire dealt with the hired labor utilized by the respondents. The information gathered pertained to all aspects of the employees including the days they worked, salary and fringe benefits received, and skill and competence levels of them.

Lastly the respondents were asked to comment on any of their answers which they felt might need clarification.

All responses were to be given for the farming activities and labor hirings on the farm for the calendar year 1967. This would enable coordinating the data collected with other sources of information used for which more recent data were not available. For these purposes, a full-time laborer was defined as one who worked continuously for a full season or approximately three months. The respondents were asked not to include exchange labor or any one whom they had employed for less than 10 days in 1967.

Supplementary to the data obtained on the questionnaire, it was also possible through the cooperation of the IFBA to obtain information about the type of farm from which the responses came. This information was not available for all respondents due to identification problems. Of the 861 usable questionnaires returned and coded, it was possible to obtain farm type information on 655. These 861 represented a return of more than 35 percent.

The data obtained from the questionnaire was analyzed for several different groupings. The farms were sorted into those that hired labor and those that did not, and within these broader classifications, it was also at times useful to look at the data for different farm types, farm sizes, and economic areas.

The farm types developed for the IFBA and used in this study are as follows:

(1) Grain farms: Feed fed to livestock is less than 50 percent of the value of all crops raised.

(2) Specialized beef feeding farms: Feed fed to livestock is larger than the value of all crops raised. Beef increase is 70 percent or more of the total livestock increase.

(3) Specialized hog farms: Feed fed to livestock is larger than the value of all crops raised. Hog increase is 70 percent or more of the total livestock increase.

(4) Specialized dairy farms: Feed fed to livestock is 50 percent or more of the value of all crops raised. At least 18 dairy cows, 50 percent of the total livestock increase must come from dairy product sales. No cattle feeding.

(5) Hog-beef farms: Feed fed to livestock is 75 percent or more of the value of all crops raised. Hog + beef increase equals 70 percent of the total livestock increase. Neither hogs nor beef less than 25 percent of the total livestock increase.

(6) Hog-dairy farms: Feed fed to livestock is at least 75 percent or more of the value of all crops raised. Hog increase + dairy sales is a major enterprise. At least 12 dairy cows and 20 litters of hogs.

(7) General farms: Feed fed to livestock is 50 to 100 percent of the total value of all crops raised. At least 20 percent of the livestock increase is from each of at least three sources.

(8) Beef raising farms: Feed fed to livestock is 50 percent or more of the value of all crops raised. Beef increase is 50 percent or more of the total livestock increase. Twenty or more beef cows. No large cattle purchases.

(9) Other: Includes turkey, poultry, and speciality farms plus those which could not be typed according to any of the above classifications.

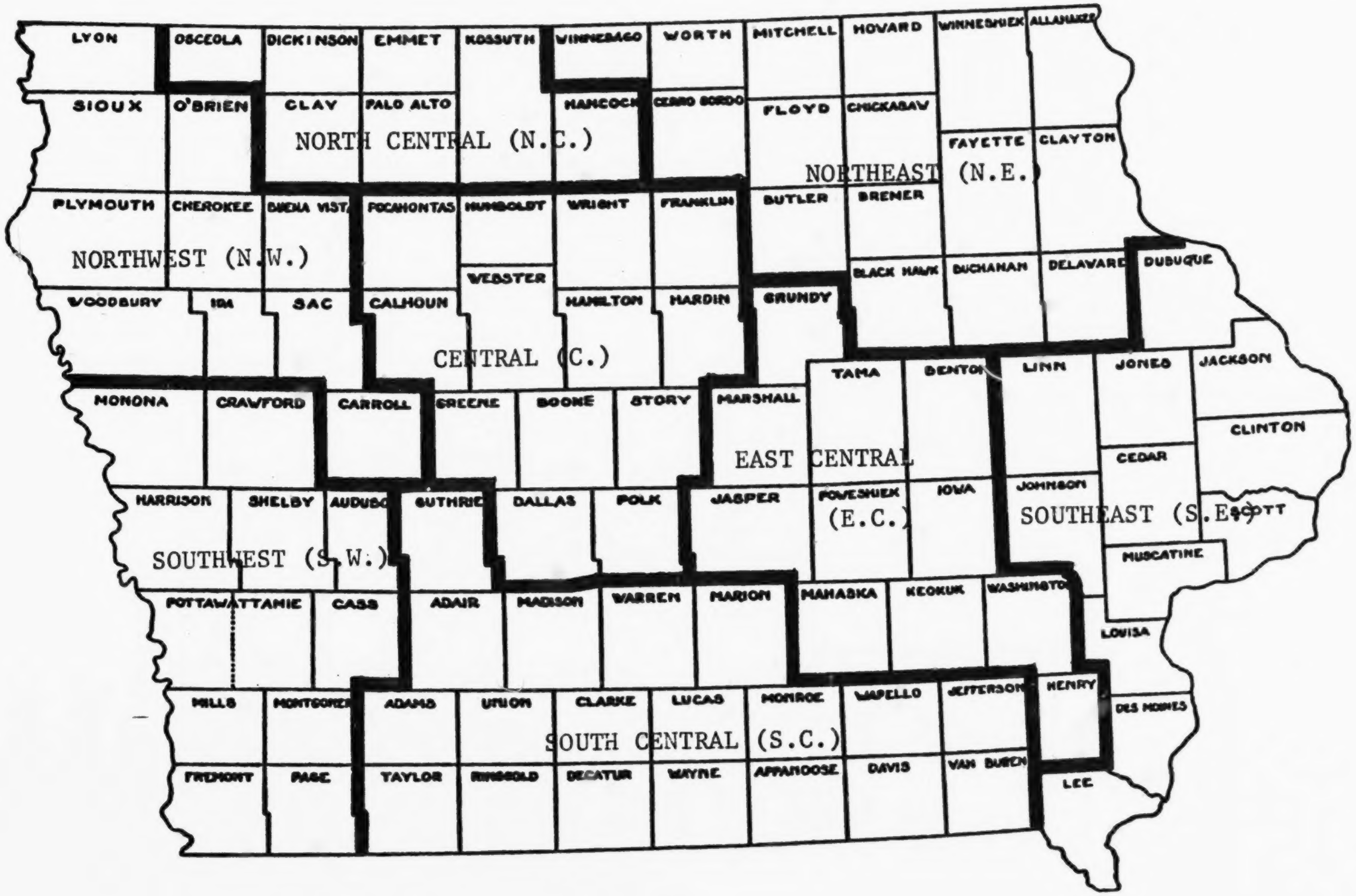
The accompanying map (Figure 1) indicates the location of the eight economic areas of the state used in the analysis and the counties that were located within each.

The data were not analyzed from all of these aspects for all items considered because it was sometimes not relevant or not applicable. For instance, there would be little or no value in looking at how the sources of labor varied for farms of different sizes. However, there may be some value in looking at the variation in sources for farms of different types or for farms hiring labor and those not hiring labor.

Characteristics of Farms

The majority of the farms, 663, were single proprietorships. One-hundred-sixty-four were partnerships and the balance were either corporations or combinations of the above. There were no differences between farms hiring labor and farms not hiring labor in relation to the type of business organization of the farm.

Tables 2 and 3 indicate how the farms were distributed among economic areas and also among different sizes in acres. For hiring and non-hiring farms there was no difference among economic areas as to the percent of the farms hiring some labor. However, there was a difference in the percent of


LYON
OSCEOLA
DICKINSON
EMMET
KOSSUTH
WINNEBAGO
WORTH
MITCHELL
HOVARD
WINNESHIEK
ALLAMAKEE
SIOUX
O'BRIEN
CLAY
PALO ALTO
HANCOCK
CERRO GORDO
FLOYD
CHICKASAV
FAYETTE
CLAYTON
NORTH CENTRAL (N.C.)
NORTHEAST (N.E.)
PLYMOUTH
CHEROKEE
BUENA VISTA
POCAHONTAS
HUMBOLDT
WRIGHT
FRANKLIN
BUTLER
BRENER
NORTHWEST (N.W.)
WEBSTER
BLACK HAWK
BUCHANAN
DELAVARE
DUBUQUE
WOODBURY
IDA
SAC
CALHOUN
HAMILTON
HARDIN
GRUNDY
CENTRAL (C.)
TAMA
BENTON
LINN
JONES
JACKSON
MONONA
CRAWFORD
CARROLL
GREENE
BOONE
STORY
MARSHALL
CLINTON
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HARRISON
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POLK
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POWESHIEK
IOWA
JOHNSON
SOUTHEAST (S.E.)
SCOTT
(E.C.)
SOUTHWEST (S.W.)
MUSCATINE
POTTAWATTAMIE
CASS
ADAIR
MADISON
WARREN
MARION
MAHASKA
KEOKUK
WASHINGTON
LOUISA
MILLS
MONTGOMERY
ADAMS
UNION
CLARKE
LUCAS
MONROE
WAPELLO
JEFFERSON
HENRY
DES MOINES
SOUTH CENTRAL (S.C.)
FREMONT
PAGE
TAYLOR
RINGGOLD
DECATUR
WAYNE
APPANOOSE
DAVIS
VAN BUREN
LEE

Figure 1. Economic areas of Iowa

Table 2. Number of farms hiring labor and number not hiring labor by economic area

Economic area[a]		Hiring farms	Non-hiring farms	Total farms
N.W.	#	78	57	135
	%	57.8	42.2	100.0
S.W.	#	61	47	108
	%	56.5	43.5	100.0
N.C.	#	34	23	57
	%	59.6	40.4	100.0
C.	#	111	87	198
	%	56.1	43.9	100.0
S.C.	#	27	27	54
	%	50.0	50.0	100.0
N.E.	#	71	35	106
	%	67.0	33.0	100.0
E.C.	#	54	36	90
	%	60.0	40.0	100.0
S.E.	#	53	46	99
	%	53.5	46.5	100.0
Total	#	489	358	847
	%	57.7	42.3	100.0

[a] See Figure 1 for location of economic areas.

farms hiring labor among farms of different size in acres. A higher percentage of the larger farms were hiring labor as might be expected. The total number of respondents here was less than 861 due to some not indicating a size in acres on their questionnaire. Of the 489 farms that said they hired labor in 1967, 195 hired only part-time laborers, 193 hired only full-time laborers and 71 hired both part- and full-time laborers on their farms.

Table 3. Number of farms hiring labor and number not hiring labor by size in acres

Size in acres		Hiring farms	Non-hiring farms	Total farms
1-199	#	15	36	51
	%	29.4	70.6	100.0
200-399	#	153	204	357
	%	42.9	57.1	100.0
400-599	#	161	85	246
	%	65.4	34.6	100.0
600-799	#	93	29	122
	%	76.2	23.8	100.0
800-999	#	34	10	44
	%	77.3	22.7	100.0
1000 +	#	30	4	34
	%	88.2	11.8	100.0
Total	#	486	368	855
	%	56.8	43.2	100.0

Table 4 shows the distribution of farms hiring and not hiring labor among farm types. The percentage of farms in each farm type that hired labor in 1967 varied greatly between farm types with a low of 27.3 percent for dairy farms to a high of 66.7 percent for beef raising farms. However, the small number of farms of these two types may make these results somewhat misleading. The table does indicate, however, that some farm types might be more likely to hire laborers than others.

Contributions of Family Laborers

The use of family and operator labor was examined from the standpoint of the number of days worked, the seasons worked, and total wages paid.

Table 4. Number of farms hiring labor and number not hiring labor by farm type

Farm type[a]		Hiring farms	Non-hiring farms	Total farms
Grain farms	#	41	46	87
	%	47.1	52.9	100.0
Specialized beef feeding	#	26	15	41
	%	63.4	36.6	100.0
Specialized hog	#	32	24	56
	%	57.1	42.9	100.0
Specialized dairy	#	3	8	11
	%	27.3	72.7	100.0
Hog-beef	#	173	104	277
	%	62.5	37.5	100.0
Hog-dairy	#	27	14	41
	%	65.9	34.1	100.0
General	#	15	16	31
	%	48.3	51.7	100.0
Beef raising	#	2	1	3
	%	66.7	33.3	100.0
Other	#	58	50	108
	%	53.7	46.3	100.0
Total	#	377	278	655
	%	57.6	42.4	100.0

[a] For detailed description of farm types, see page 14.

Of those children over 18 who worked on the farm in 1967, only those in college or trade school were considered as family laborers. All children over 18, at home and not in school, were considered as hired laborers if an employer-employee relationship existed. It is possible in a few instances for a person over 18 and not in school to be classified as a family worker if a true employer-employee relationship did not exist. The most common example here would be the father of an operator who, though retired, may have worked on the farm but without pay or at a reduced wage. No family members who worked less than 10 days on the farm in 1967 were to be considered. Wives and daughters were to be recorded only for work done on the farm other than household duties. In other words, work normally performed in running a home, such as the preparation of meals, washing clothes, etc., should not be counted as work done on the farm.

There was no difference between hiring and non-hiring farms when comparing the seasons that various family members worked. Comparing Tables 5 and 6, it can be seen that from the 260 hiring and 349 non-hiring farms who completed this portion of the questionnaire (some farms had more than one operator), operators worked the year round, wives worked mostly during the spring and fall and sons and daughters worked mostly during the summer months.

Table 5. Seasons worked by family members on farms not hiring labor

	Family members									
	Operators		Wives		Sons		Daughters		Other	
Seasons	#	%	#	%	#	%	#	%	#	%
Spring	285	99.7	78	94.0	144	43.5	14	36.8	12	92.3
Summer	284	99.3	54	65.1	224	67.7	38	100.0	8	61.5
Fall	283	99.0	75	90.4	135	40.8	11	39.0	10	76.9
Winter	272	95.1	32	38.6	105	31.7	4	10.5	2	15.4
Total	286	-	83	-	331	-	38	-	13	-

Table 6. Seasons worked by family members on farms hiring labor

	Family members									
	Operators		Wives		Sons		Daughters		Other	
Seasons	#	%	#	%	#	%	#	%	#	%
Spring	371	98.1	61	84.7	111	56.6	8	26.7	16	72.7
Summer	371	98.1	48	66.7	195	98.5	30	100.0	22	100.0
Fall	372	99.2	61	84.7	112	56.6	6	20.0	16	72.7
Winter	358	95.5	33	45.8	75	37.9	6	20.0	11	50.0
Total	375	-	72	-	198	-	30	-	22	-

There were actually very few wives who worked on the farm. Only about one-sixth of the respondents indicated that their wives had worked on the farm. In Tables 7 and 8, we can see that, of those that worked, the greatest share worked less than 60 days. Also there were very few who did farm work.

The sons of operators were, of course, an important source of labor to the farm. Even though most sons worked less than 60 days, there were still many who worked 120 days or more on both hiring and non-hiring farms.

Though not shown, indications were that the total wages paid to children (Table 9) appear to be correlated with the total days worked. The majority of the children were paid wages of $750 or less with a nearly even distribution between 0 and $750 as days worked increased from 0 to 60.

Employee Background and Job Performance

This section will look at the background, days and seasons worked, and skills of employees who worked 10 or more days on a farm in 1967.

Table 7. Days worked by family members on farms not hiring labor

Number of days	Family members Operators #	%	Wives #	%	Sons #	%	Daughters #	%	Other #	%
59 or less	0	0.0	35	46.7	65	36.9	18	69.2	7	58.3
60-89	2	0.9	11	14.7	28	15.9	1	3.9	4	33.3
90-119	3	1.4	6	8.0	39	22.2	5	19.2	0	0.0
120-149	0	0.0	2	2.7	12	6.8	0	0.0	0	0.0
150-179	0	0.0	4	5.3	3	1.7	0	0.0	0	0.0
180-209	3	1.4	3	4.0	5	2.8	1	3.9	0	0.0
210-239	3	1.4	0	0.0	1	0.6	0	0.0	1	8.3
240-269	2	0.9	0	0.0	0	0.0	0	0.0	0	0.0
270-299	7	3.3	0	0.0	1	0.6	0	0.0	0	0.0
300 +	190	90.5	14	18.7	22	12.5	1	3.9	0	0.0
Total	210	100.0	75	100.0	176	100.0	26	100.0	12	100.0

Full-time is again defined as continuous employment for at least one season (approximately three months).

This portion of the questionnaire was completed for 332 full-time employees and 394 part-time employees. The tables were completed for those responding to a question. Also, only those responses from farms for which the type of the farm could be determined were used when the data were analyzed by farm type, hence the sums do not equal the total sample size at all times.

Table 8. Days worked by family members on farms hiring labor

Number of days	Operators #	Operators %	Wives #	Wives %	Sons #	Sons %	Daughters #	Daughters %	Other #	Other %
59 or less	2	0.6	31	50.8	65	38.9	16	66.7	5	55.5
60-89	2	0.6	5	8.2	26	15.6	3	12.5	0	0.0
90-119	5	1.6	7	11.5	42	25.1	3	12.5	3	33.3
120-149	1	0.3	3	4.9	14	8.4	0	0.0	0	0.0
150-179	2	0.6	0	0.0	6	3.6	2	8.3	0	0.0
180-209	4	1.3	5	8.2	3	1.8	0	0.0	0	0.0
210-239	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
240-269	10	3.2	1	1.6	0	0.0	0	0.0	0	0.0
270-299	10	3.2	0	0.0	3	1.8	0	0.0	0	0.0
300 +	278	88.5	9	14.8	8	4.8	0	0.0	1	11.1
Total	314	100.0	61	100.0	167	100.0	24	100.0	9	100.0

Characteristics of employees

Part-time laborers were almost exclusively the very young or the very old. Those under 20 or over 60 years of age accounted for 59 percent of the part-time laborers. Thirty-six percent were under 20 and 23 percent were 60 or above. This would seem to indicate that the most available source for part-time labor is high school students on vacation or semi-retired individuals. Full-time employees on the other hand were almost exclusively between the ages of 20 and 59 with the largest percentage, 56%, between the ages of 20 and 39. The majority of the full-time men were also married.

Table 9. Total wages paid to the children of operators

Annual total wages paid	Sons #	Sons %	Daughters #	Daughters %
$149 or less	54	19.1	20	34.5
$150-$299	37	13.1	10	17.2
$300-$449	54	19.1	9	15.5
$450-$599	44	15.5	10	17.2
$600-$749	55	19.4	7	12.1
$750-$899	11	3.9	0	0.0
$900-$1049	19	6.7	2	3.5
$1050-$1199	0	0.0	0	0.0
$1200 +	9	3.2	0	0.0
Total	283	100.0	58	100.0

Days and seasons worked by employees

Because of the definition used for full-time and part-time labor, it was possible for a man to have worked as many as 200 days and still be classified a part-time laborer because he worked a number of different times throughout the year but for only a few days each time. Likewise, it was possible for a man to have worked as few as 60 or 90 days and still be classified as full-time because he had worked those days continuously. These situations did occur in a few cases as Table 10 indicates. Nonetheless, it is evident that most part-time laborers worked less than 120 days and most full-time employees worked 240 days or more.

For the most part, part-time employees worked during the spring,

Table 10. Days worked by part-time and full-time employees

Days worked	Part-time #	Part-time %	Full-time #	Full-time %
59 or less	218	58.6	4	1.4
60-89	42	11.3	5	1.8
90-119	55	14.8	23	8.2
120-149	19	5.1	8	2.9
150-179	14	3.8	5	1.8
180-209	13	3.5	16	5.7
210-239	1	0.3	1	0.4
240-269	4	1.1	14	5.0
270-299	1	0.3	23	8.2
300 +	5	1.3	180	64.5
Total	372	100.0	279	100.0

summer, and fall on farms of all types with some slight differences among different farm types as Table 11 would indicate. The number of part-time laborers working during the winter was understandably lower. Full-time employees, for the most part, worked all seasons of the year.

Skill and competence levels of employees

The employers were asked to rate each of the men they employed by their skill and competence level. They were given the choice of 4 skill levels in each of two main areas of work, cropping activities and livestock activities. The four skill levels were: unskilled, semi-skilled, skilled

Table 11. Seasons worked by part-time laborers by farm type

	Farm							
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy	
Season	#	%	#	%	#	%	#	%
Spring	31	86.1	26	65.0	10	35.7	65	86.6
Summer	33	91.7	28	70.0	19	67.8	48	64.0
Fall	31	86.1	26	65.0	18	64.3	62	82.6
Winter	4	38.9	5	12.5	2	7.1	16	21.3
Total workers	36	-	40	-	28	-	75	-

[a] For detailed description of farm types, see page 24.

type[a]											
Hog-beef		Hog-dairy		General		Beef raising		Other		Total	
#	%	#	%	#	%	#	%	#	%	#	%
8	66.7	5	62.5	41	89.1	23	74.2	31	100.0	210	78.4
7	58.3	5	62.5	38	82.6	23	74.2	20	64.5	220	71.9
8	66.7	4	0.5	31	67.4	21	67.7	22	71.0	222	72.5
1	8.3	1	12.5	14	30.4	10	32.3	8	25.8	70	22.9
12	-	8	-	46	-	31	-	31	-	306	-

and supervisory. An unskilled man was defined as one who did tasks requiring little or no training such as scooping grain or loading bales. A semi-skilled man was one who performed intermediate tasks on the farm requiring some ability to handle equipment but not needing an exacting knowledge. Examples here would be plowing, disking or operating mechanical feeding equipment. A skilled man was defined as one who performed tasks which, because of their importance to the farm or their complexity, were generally thought to be performed only by the operator. These were such things as the planting of row crops or the operation of a large grain combine. Men with a supervisory skill level were defined as those employees who were allowed to make some management decisions on the farm.

The employers also rated their employees by five competence levels as follows, beginning with the highest competence level:

(1) Given freedom to determine jobs needed to be done and allowed to carry out these decisions.

(2) Assigned several jobs and left to do them.

(3) Assigned one task and when completed waits for another.

(4) Works near or with the operator at all times.

(5) Given menial tasks requiring no supervision.

It can be seen in Table 12 that the majority of the full-time men were rated as semi-skilled for both crop and livestock skills with a significant portion being rated as skilled in the area of crops. Only a small percentage, 4.7 % and 12.3%, were rated as being on the supervisory level.

For the part-time laborers listed in Table 12, the skill indicated for the majority of workers under crops was semi-skilled. However, for livestock, somewhat less than the majority, but nonetheless a significant

Table 12. Crop and livestock skills of part-time and full-time employees

	Full-time		Part-time		Total	
	#	%	#	%	#	%
Crop skills[a]						
Unskilled	17	5.3	55	14.3	72	10.2
Semi-skilled	154	48.3	241	62.8	395	56.2
Skilled	133	41.7	76	19.8	209	29.7
Supervisory	15	4.7	12	3.1	27	3.8
Total	319	100.0	384	100.0	703	99.9
Livestock skills[a]						
Unskilled	68	21.9	128	47.9	196	31.0
Semi-skilled	161	51.9	104	38.9	265	45.9
Skilled	43	13.9	17	6.4	60	10.4
Supervisory	38	12.3	18	6.7	56	9.7
Total	310	100.0	267	100.0	577	100.0

[a] For detailed description of skill levels see page 28.

portion of the workers were ranked as being unskilled. This may be due to the fact that in Iowa most part-time workers are hired for field work rather than livestock work.

The majority of both full- and part-time employees were given a competence level commensurate with that of being assigned several jobs at a time. Also, from Table 13, it can be seen that 20.7 and 15.2 percent of the full- and part-time workers respectively were allowed to determine their own jobs.

Table 13. Competence levels of full-time and part-time employees

Competence level[a]	Full-time #	Full-time %	Part-time #	Part-time %	Total #	Total %
1	66	20.7	56	15.2	122	17.8
2	195	61.1	191	51.9	386	56.2
3	50	15.7	76	20.7	126	18.4
4	7	2.2	41	11.4	48	7.0
5	1	0.3	4	10.9	5	0.8
Total	319	100.0	368	100.0	687	100.0

[a] For a listing of competence levels see page 28.

The age of the employee or the number of years he had worked for an employer were not found to be related to the competence or the skill levels of the workers.

Cash Wages Paid to Employees

This section examines the cash wages paid to part- and full-time employees. The cash wage did not include any fringe benefits or bonuses.

Cash wages paid to part-time employees varied to some extent over both economic area and farm type as Tables 14 and 15 indicate. Over different economic areas the largest percentage of the respondents were paying a wage of \$1.50-\$1.74 except in Southwest Central and Northeast Iowa where there appeared to be a tendency to pay a lower wage of \$1.25-\$1.49 an hour. There was more variation among different farm types. A very large percent, 75, of the grain farmers said they were paying \$1.50 or more for labor. Though

Table 14. Hourly cash wage paid to part-time employees by economic area

Hourly wage	Economic area[a]																	
	N.W.		S.W.		N.C.		C.		S.C.		N.E.		E.C.		S.E.		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
$.99 or less	0	0.0	0	0.0	0	0.0	1	1.2	0	0.0	2	3.5	0	0.0	1	2.9	4	1.2
$1.00-$1.24	8	19.5	5	10.9	3	11.5	7	8.2	2	9.5	11	19.3	2	6.4	3	8.6	41	12.0
$1.25-$1.49	11	26.8	11	23.9	6	23.1	28	32.9	8	38.1	20	35.1	7	22.6	7	20.0	98	28.7
$1.50-$1.74	18	43.9	26	56.5	11	42.3	39	45.9	9	42.9	19	33.3	17	54.8	11	31.4	150	43.9
$1.75-$1.99	4	9.7	3	6.5	2	7.7	3	3.5	2	5.5	1	1.8	3	9.8	7	20.0	35	7.3
$2.00-$2.24	0	0.0	1	2.2	3	11.5	5	5.9	0	0.0	3	5.3	2	6.4	4	11.4	18	5.3
$2.25-$2.49	0	0.0	0	0.0	0	0.0	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
$2.50-$2.74	0	0.0	0	0.0	1	3.8	0	0.0	0	0.0	1	1.8	0	0.0	2	5.7	4	1.2
$2.75-$2.99	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
$3.00 +	0	0.0	0	0.0	0	0.0	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	41	100.0	46	100.0	26	100.0	85	100.0	21	100.0	57	100.0	31	100.0	35	100.0	342	100.0

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[a] See Figure 1 for location of economic areas.

Table 15. Hourly cash wage paid part-time employees by farm type

	Farm							
Hourly wage	Grain		Specialized beef feeding		Specialized hog		Specialized dairy	
	#	%	#	%	#	%	#	%
$.99 or less	1	3.0	0	0.0	1	4.0	0	0.0
$1.00-$1.24	3	9.1	1	7.7	5	20.0	1	50.0
$1.25-$1.49	4	12.1	3	23.1	8	32.0	1	50.0
$1.50-$1.74	20	60.6	6	46.2	8	32.0	0	0.0
$1.75-$1.99	2	6.1	2	15.4	2	8.0	0	0.0
$2.00-$2.24	3	9.1	1	7.1	1	4.0	0	0.0
$2.25-$2.49	0	0.0	0	0.0	0	0.0	0	0.0
$2.50-$2.74	0	0.0	0	0.0	0	0.0	0	0.0
$2.75-$2.99	0	0.0	0	0.0	0	0.0	0	0.0
$3.00 +	0	0.0	0	0.0	0	0.0	0	0.0
Total	33	100.0	13	100.0	25	100.0	2	100.0

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[a] For detailed description of farm types see page 14.

type[a]											
Hog-beef		Hog-dairy		General		Beef raising		Other		Total	
#	%	#	%	#	%	#	%	#	%	#	%
0	0.0	0	0.0	2	18.2	0	0.0	0	0.0	4	1.5
14	12.6	5	23.8	2	18.2	0	0.0	1	2.2	32	12.2
32	28.8	9	42.9	4	36.4	0	0.0	19	41.3	80	30.4
53	47.7	5	23.8	3	27.3	1	100.0	18	39.1	114	43.3
7	6.3	0	0.0	0	0.0	0	0.0	2	4.3	15	5.7
3	2.7	2	9.5	0	0.0	0	0.0	4	8.7	14	5.3
0	0.0	0	0.0	0	0.0	0	0.0	1	2.2	1	0.4
1	0.9	0	0.0	0	0.0	0	0.0	1	2.2	2	0.8
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4
111	100.0	21	100.0	11	100.0	1	100.0	46	100.0	263	100.0

somewhat less pronounced the same wage also seemed to predominate on hog-dairy farms and general farms.

There was very little difference over economic areas and farm types regarding the cash wages paid to full-time employees. Tables 16 and 17 indicate that in all cases except when there was a very small sample size, the largest percentage of the employees were paid a cash wage between $300-$349 per month. Southeast Iowa did indicate a lower wage of $250-$299 as being most predominant. Even though Northeast Iowa suggested a higher wage, it should be given less consideration due to the small sample size.

Among different farm types, even though $300-$349 was the predominant wage, grain farms and specialized beef feeding farms showed a tendency toward higher wages. On the other hand, hog-beef farms appeared to favor a lower cash wage with the majority receiving a cash wage ranging from $250-$349.

Examined from the standpoint of size in acres, Tables 18 and 19, part-time laborers showed no tendency toward a higher wage as the size of the farm increased. There did appear to be some tendency toward higher wages for full-time laborers on farms of larger size in acres. These farms were perhaps more willing to pay a higher wage due to their greater dependency on hired employees to perform necessary tasks on the farm.

Cash Wage Limits on Farms

The respondents were asked to estimate the level of cash wages for part-time and full-time labor that would not force a reduction and would force a 25 percent reduction in the amount they would hire. This was done to determine the stability of the demand over different economic areas and

Table 16. Monthly cash wage paid to full-time employees by economic area

Monthly wage	Economic area[a]																Total	
	N.W.		S.W.		N.C.		C.		S.C.		N.E.		E.C.		S.E.			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
$199 or less	1	2.2	4	11.4	0	0.0	3	4.9	0	0.0	2	7.1	1	2.7	2	5.9	13	4.9
$200–$249	2	4.4	4	11.4	1	6.3	6	9.8	0	0.0	0	0.0	5	13.5	4	11.8	22	8.3
$250–$299	7	15.6	5	14.3	3	18.8	3	4.9	1	11.1	5	17.9	3	8.1	11	32.4	38	14.3
$300–$349	18	40.0	15	42.9	5	31.3	22	36.1	3	33.3	10	35.7	16	43.2	9	26.5	98	37.0
$350–$399	8	17.8	4	11.4	5	31.3	15	24.6	4	44.4	3	10.7	4	10.8	5	14.7	48	18.1
$400–$449	4	8.9	2	5.7	0	0.0	9	14.8	1	11.1	5	17.9	6	16.2	0	0.0	27	10.2
$450–$499	3	6.7	0	0.0	1	6.3	2	3.3	0	0.0	2	7.1	1	2.7	1	2.9	10	3.8
$500–$549	1	2.2	1	2.9	1	6.3	0	0.0	0	0.0	0	0.0	0	0.0	1	2.9	4	1.5
$550–$599	1	2.2	0	0.0	0	0.0	1	1.6	0	0.0	0	0.0	1	2.7	1	2.9	4	1.5
$600 +	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.6	0	0.0	0	0.0	1	0.4
Total	45	100.0	35	100.0	16	100.0	61	100.0	9	100.0	28	100.0	37	100.0	34	100.0	265	100.0

[a] See Figure 1 for location of economic area.

Table 17. Monthly cash wage paid to full-time employees by farm type

	Farm							
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy	
Monthly wage	#	%	#	%	#	%	#	%
$199 or less	0	0.0	2	10.5	1	3.7	0	0.0
$200-$249	2	11.1	1	5.3	3	20.0	0	0.0
$250-$299	2	11.1	0	0.0	2	7.3	0	0.0
$300-$349	6	33.3	7	37.1	6	22.0	0	0.0
$350-$399	4	22.2	5	26.5	3	20.0	0	0.0
$400-$449	2	11.1	3	15.8	0	0.0	0	0.0
$450-$499	0	0.0	0	0.0	0	0.0	1	50.0
$500-$549	1	5.6	0	0.0	0	0.0	1	50.0
$550-$599	1	5.6	1	5.3	0	0.0	0	0.0
$600 +	0	0.0	0	0.0	0	0.0	0	0.0
Total	18	100.0	19	100.0	15	100.0	2	100.0

[a] For detailed description of farm types see page 14.

type[a]											
Hog-beef		Hog-dairy		General		Beef raising		Other		Total	
#	%	#	%	#	%	#	%	#	%	#	%
3	2.9	4	30.8	1	20.0	0	0.0	1	3.3	12	5.8
10	9.6	0	0.0	0	0.0	0	0.0	2	6.7	18	8.7
22	21.2	1	7.7	2	40.0	0	0.0	1	3.3	30	14.6
39	37.5	5	38.4	2	40.0	0	0.0	9	30.0	74	35.9
16	15.4	0	0.0	0	0.0	0	0.0	10	33.3	38	18.4
9	8.7	2	15.4	0	0.0	0	0.0	4	13.3	20	9.7
3	2.9	1	7.7	0	0.0	0	0.0	2	6.7	7	3.4
1	1.0	0	0.0	0	0.0	0	0.0	0	0.0	3	1.5
1	1.0	0	0.0	0	0.0	0	0.0	1	3.3	4	1.9
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
104	100.0	13	100.0	5	100.0	0	0.0	30	100.0	206	100.0

Table 18. Hourly cash wage paid to part-time employees by size in acres

Hourly wage	Size in acres													
	1-199		200-399		400-599		600-799		800-999		1000 +		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
$.99 or less	0	0.0	0	0.0	1	1.0	0	0.0	0	0.0	3	12.0	4	1.2
$1.00-$1.24	3	17.6	17	14.2	12	11.4	6	10.5	2	10.5	2	8.0	42	12.2
$1.25-$1.49	4	23.5	40	33.3	26	24.8	16	28.1	3	15.8	8	32.0	97	28.3
$1.50-$1.74	7	41.2	49	40.8	50	47.6	28	49.1	7	36.8	9	36.0	150	43.7
$1.75-$1.99	2	11.8	7	5.8	10	9.5	2	3.5	2	10.5	2	8.0	25	7.3
$2.00-$2.24	1	5.8	2	1.7	5	4.8	5	8.8	4	21.1	1	4.0	18	5.2
$2.25-$2.49	0	0.0	1	0.8	0	0.0	0	0.0	1	5.3	0	0.0	2	0.6
$2.50-$2.74	0	0.0	3	2.5	1	1.0	0	0.0	0	0.0	0	0.0	4	1.2
$2.75-$2.99	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
$3.00 +	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Total	17	100.0	120	100.0	105	100.0	57	100.0	19	100.0	25	100.0	343	100.0

Table 19. Monthly cash wage paid to full-time employees by size in acres

Monthly wage	Size in acres													
	1-199		200-399		400-599		600-799		800-999		1000 +		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
$199 or less	0	0.0	5	12.2	5	6.0	1	1.3	1	2.9	1	3.6	13	4.9
$200-$249	0	0.0	6	14.6	11	13.1	4	5.3	1	2.9	0	0.0	22	8.2
$250-$299	1	25.0	6	14.6	10	11.9	14	18.4	5	14.3	3	10.7	39	14.6
$300-$349	2	50.0	12	29.3	35	41.7	26	34.2	12	34.3	12	42.9	99	37.0
$350-$399	1	25.0	6	14.6	14	16.7	16	21.1	10	28.6	3	10.7	50	18.7
$400-$449	0	0.0	2	4.9	7	8.3	10	13.2	2	5.7	5	17.9	26	9.7
$450-$499	0	0.0	2	4.9	0	0.0	4	5.3	2	5.7	2	7.1	10	3.7
$500-$549	0	0.0	1	2.4	1	1.2	0	0.0	1	2.9	1	3.6	4	1.5
$550-$599	0	0.0	1	2.4	1	1.2	1	1.3	0	0.0	1	3.6	4	1.5
$600 +	0	0.0	0	0.0	0	0.0	0	0.0	1	2.9	0	0.0	1	0.4
Total	4	100.0	41	100.0	84	100.0	76	100.0	35	100.0	28	100.0	268	100.0

farm types and to see how these wage rates compared with the actual cash wages being paid.

The respondents were asked to respond to the question regardless of whether or not they were currently hiring any labor. If a respondent did not hire labor he was to answer the question for those levels he thought cash wages would have to reach to force him to reduce the amount he was hiring if in fact he were hiring labor.

Looking at all the farms in the sample, for part-time employees, the largest number of respondents, 40 percent, felt that a cash wage of $1.50-$1.74 an hour was the highest they could pay without reducing the amount they would hire (Table 20). Thirty-three percent of the respondents felt that at a wage of $2.00-$2.24 they would reduce the amount they would hire by 25 percent and another 35 percent felt that an even higher wage would be needed.

For full-time laborers over all farms 45 percent of the respondents felt a monthly salary of $350-$450 was the most they would be willing to pay and not reduce the amount they would hire (Table 21). The wage paid that would force a 25 percent reduction was spread over a wider range of from $400-$600 indicating, perhaps in both instances, broad differences of opinion as to the worth of a full-time employee.

If the responses are broken down into those farms that hired some labor in 1967 and those that did not hire any labor in 1967 and consideration then given as to what the farmers felt the wage level should be and not reduce hirings and to reduce hirings by 25 percent, we can see from Tables 22 and 23 that for part-time laborers, there was no change. The largest number among both hiring and non-hiring farms still felt that $1.50-$1.74 was the

Table 20. Level of hourly cash wage affecting the amount of part-time labor hired

Hourly wage	Highest level of no reduction No. of respondents	%	Level forcing a 25% reduction No. of respondents	%
$.99 or less	2	0.3	1	0.2
$1.00-$1.24	12	1.8	1	0.2
$1.25-$1.49	55	8.5	6	1.3
$1.50-$1.74	260	40.2	46	10.0
$1.75-$1.99	82	12.7	76	16.6
$2.00-$2.24	175	27.1	154	33.6
$2.25-$2.49	8	1.2	27	5.9
$2.50-$2.74	43	6.7	82	17.9
$2.75-$2.99	1	0.1	9	2.0
$3.00 +	8	1.2	57	12.4
Total	646	100.0	459	100.0

highest amount they would pay for their present level of labor utilization and that $2.00-$2.24 was the amount at which they would decrease hirings by 25 percent. For full-time laborers the wage at which they would not reduce the amount they would hire was between $400-$449 per month for both farms which had hired labor in 1967 and those which had not. However, the level at which they would have reduced full-time labor hirings appeared to be somewhat higher for farms that had hired labor with a full 20 percent of them feeling the wage would have to reach at least $600 or more before they

Table 21. Level of monthly cash wage affecting the amount of full-time labor hired

Monthly wage	Highest level of no reduction: No. of respondents	Highest level of no reduction: %	Level forcing a 25% reduction: No. of respondents	Level forcing a 25% reduction: %
$199 or less	12	3.1	5	1.9
$200-$249	16	4.1	4	1.5
$250-$299	15	3.9	7	2.6
$300-$349	59	15.2	22	8.3
$350-$399	61	15.7	13	4.9
$400-$449	117	30.1	58	21.9
$450-$499	28	7.2	31	11.7
$500-$549	61	15.7	64	24.2
$550-$599	3	0.7	12	4.5
$600 +	17	4.3	49	18.5
Total	389	100.0	265	100.0

would reduce the amount they would hire. This fact may indicate that some farmers who are not now hiring laborers are underestimating its value or perhaps those farms hiring full-time men are more specialized and cannot easily switch to less labor intensive enterprises.

Looking at the wages paid to labor, not from the standpoint of farms that are hiring labor and not hiring labor but from the standpoint of farm types, the results are much the same. Tables 24-27 show that among various farm types, the wages at which labor hirings would not be reduced and would

Table 22. Level of hourly cash wages affecting the amount of part-time labor hired by hiring and non-hiring farms

	Non-hiring farms				Hiring farms			
	Highest level of no reduction		Level forcing a 25% reduction		Highest level of no reduction		Level forcing a 25% reduction	
Hourly wage	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$.99 or less	1	0.4	0	0.0	1	0.2	1	0.3
$1.00-$1.24	9	3.5	1	0.6	4	1.0	0	0.0
$1.25-$1.49	21	8.2	2	1.2	35	8.6	4	1.3
$1.50-$1.74	118	45.9	20	11.6	150	36.9	28	9.3
$1.75-$1.99	28	10.9	26	15.1	54	13.3	50	16.7
$2.00-$2.24	60	23.3	64	37.2	120	29.6	94	31.3
$2.25-$2.49	5	1.9	8	4.7	3	0.7	20	6.7
$2.50-$2.74	13	5.1	28	16.2	32	7.9	55	18.3
$2.75-$2.99	1	0.4	3	1.7	0	0.0	6	2.0
$3.00 +	1	0.4	20	11.6	7	1.7	42	14.0
Total	257	100.0	172	100.0	406	100.0	300	100.0

Table 23. Level of monthly cash wages affecting the amount of full-time labor hired by hiring and non-hiring farms

Monthly wage	Non-hiring farms				Hiring farms			
	Highest level of no reduction		Level forcing a 25% reduction		Highest level of no reduction		Level forcing a 25% reduction	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	4	3.4	1	1.2	9	3.2	4	2.2
$200-$249	6	5.2	3	3.5	10	3.6	2	1.1
$250-$299	7	6.0	2	2.4	8	2.9	5	2.7
$300-$349	25	21.6	11	12.9	34	12.2	11	5.9
$350-$399	21	18.1	5	5.9	41	14.7	8	4.3
$400-$449	35	30.2	20	23.5	84	30.1	39	21.1
$450-$499	4	3.4	9	10.6	24	8.6	22	11.9
$500-$549	13	11.2	20	23.5	50	17.9	45	24.3
$550-$599	0	0.0	2	2.4	3	1.1	11	5.9
$600 +	1	0.9	12	14.1	16	5.7	38	20.5
Total	116	100.0	85	100.0	279	100.0	185	100.0

Table 24. Highest hourly cash wage not affecting the amount of part-time labor hired by farm type

Hourly wage	Farm type[a]									
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy		Hog-beef	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$.99 or less	0	0.0	1	3.3	0	0.0	0	0.0	1	0.4
$1.00-$1.24	1	1.6	0	0.0	1	2.4	0	0.0	3	1.5
$1.25-$1.49	4	6.3	1	3.3	5	12.2	1	14.3	19	8.8
$1.50-$1.74	22	34.9	11	36.7	12	29.3	3	42.9	92	42.8
$1.75-$1.99	7	11.1	7	23.3	5	12.2	1	14.3	26	12.2
$2.00-$2.24	17	27.0	7	23.3	16	39.1	2	28.5	59	27.4
$2.25-$2.49	2	3.2	0	0.0	1	2.4	0	0.0	2	0.9
$2.50-$2.74	7	11.1	2	6.7	0	0.0	0	0.0	12	5.6
$2.75-$2.99	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0
$3.00 +	2	3.2	1	3.3	1	2.4	0	0.0	1	0.4
Total	63	100.0	30	100.0	41	100.0	7	100.0	215	100.0

[a] For a detailed description of farm types see page 14.

Table 24. (Continued)

Hourly wage	Farm type[a]									
	Hog-dairy		General		Beef raising		Other		Total	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$.99 or less	0	0.0	0	0.0	0	0.0	0	0.0	2	0.4
$1.00-$1.24	0	0.0	1	4.0	0	0.0	2	2.3	8	1.6
$1.25-$1.49	2	6.9	2	8.0	0	0.0	5	5.9	39	7.8
$1.50-$1.74	15	51.7	16	64.0	2	66.7	34	40.0	207	41.6
$1.75-$1.99	5	17.2	1	4.0	0	0.0	14	16.5	66	13.3
$2.00-$2.24	5	17.2	3	12.0	1	33.3	21	24.7	131	26.3
$2.25-$2.49	0	0.0	1	4.0	0	0.0	0	0.0	6	1.2
$2.50-$2.74	1	3.5	1	4.0	0	0.0	8	9.4	31	6.2
$2.75-$2.99	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2
$3.00 +	1	3.5	0	0.0	0	0.0	1	1.2	7	1.4
Total	29	100.0	25	100.0	3	100.0	85	100.0	498	100.0

Table 25. Level of hourly cash wage forcing a 25 percent reduction in the amount of part-time labor hired by farm type

Hourly wage	Farm type[a] Grain farms No. of respondents	%	Specialized beef feeding No. of respondents	%	Specialized hog No. of respondents	%	Specialized dairy No. of respondents	%	Hog-beef No. of respondents	%
$.99 or less	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6
$1.00-$1.24	0	0.0	1	4.8	0	0.0	0	0.0	0	0.0
$1.25-$1.49	0	0.0	0	0.0	0	0.0	0	0.0	2	1.3
$1.50-$1.74	4	8.3	1	4.8	3	10.3	1	25.0	13	8.1
$1.75-$1.99	5	10.4	3	14.3	6	20.7	0	0.0	33	20.6
$2.00-$2.24	14	29.3	9	42.8	6	20.7	2	50.0	56	35.0
$2.25-$2.49	3	6.2	0	0.0	3	10.3	0	0.0	12	7.5
$2.50-$2.74	9	18.7	4	19.0	9	31.1	1	25.0	23	14.4
$2.75-$2.99	2	4.2	0	0.0	0	0.0	0	0.0	3	1.9
$3.00 +	11	22.9	3	14.3	2	6.9	0	0.0	17	10.6
Total	48	100.0	21	100.0	29	100.0	4	100.0	160	100.0

[a] For detailed description of farm types see page 14.

Table 25. (Continued)

Hourly wage	Farm type[a]									
	Hog-dairy		General		Beef raising		Other		Total	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$.99 or less	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
$1.00-$1.24	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
$1.25-$1.49	0	0.0	0	0.0	0	0.0	0	0.0	2	0.6
$1.50-$1.74	2	10.0	2	13.3	0	0.0	6	10.7	32	9.1
$1.75-$1.99	2	10.0	5	33.3	0	0.0	8	14.3	62	17.5
$2.00-$2.24	10	50.0	5	33.3	0	0.0	19	33.9	121	34.3
$2.25-$2.49	1	5.0	1	6.7	0	0.0	3	5.4	23	6.5
$2.50-$2.74	2	10.0	1	6.7	0	0.0	13	23.2	62	17.5
$2.75-$2.99	0	0.0	0	0.0	0	0.0	1	1.8	6	1.7
$3.00 +	3	15.0	1	6.7	0	0.0	6	10.7	43	12.2
Total	20	100.0	15	100.0	0	0.0	56	100.0	353	100.0

Table 26. Highest monthly cash wage not affecting the amount of full-time labor hired by farm type

Monthly wage	Farm type[a]									
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy		Hog-beef	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	2	5.3	1	3.8	0	0.0	0	0.0	6	4.3
$200-$249	1	2.6	2	7.7	0	0.0	0	0.0	3	2.1
$250-$299	1	2.6	0	0.0	2	9.6	0	0.0	1	0.7
$300-$349	8	21.1	2	7.7	5	23.8	0	0.0	18	12.9
$350-$399	5	13.2	6	23.1	1	4.7	0	0.0	25	17.9
$400-$449	11	29.0	7	26.9	7	33.3	2	50.0	50	35.7
$450-$499	1	2.6	2	7.7	3	14.3	0	0.0	8	5.7
$500-$549	4	10.5	6	23.1	2	9.6	1	25.0	27	19.3
$550-$599	1	2.6	0	0.0	1	4.7	1	25.0	0	0.0
$600 +	4	10.5	0	0.0	0	0.0	0	0.0	2	1.4
Total	38	100.0	26	100.0	21	100.0	4	100.0	140	100.0

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[a] For detailed description of farm types see page 14.

Table 26. (Continued)

Monthly wage	Farm type[a]									
	Hog-dairy		General		Beef raising		Other		Total	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	2	11.8	0	0.0	0	0.0	0	0.0	11	3.7
$200-$249	1	5.9	2	13.3	0	0.0	0	0.0	9	3.0
$250-$299	0	0.0	2	13.3	0	0.0	3	7.7	9	3.0
$300-$349	5	29.4	4	26.7	0	0.0	5	12.8	47	15.6
$350-$399	4	23.5	2	13.3	0	0.0	7	17.9	50	16.6
$400-$449	2	11.8	2	13.3	1	100.0	9	23.2	91	30.2
$450-$499	0	0.0	1	6.7	0	0.0	5	12.8	20	6.6
$500-$549	3	17.6	0	0.0	0	0.0	7	17.9	50	16.6
$550-$599	0	0.0	0	0.0	0	0.0	0	0.0	3	1.0
$600 +	0	0.0	2	13.3	0	0.0	3	7.7	11	3.7
Total	17	100.0	15	100.0	1	100.0	39	100.0	301	100.0

Table 27. Highest level of monthly cash wage forcing a 25 percent reduction in the amount of full-time labor hired

Monthly wage	Farm type[a]									
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy		Hog-beef	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	1	3.6	0	0.0	0	0.0	0	0.0	2	2.2
$200-$249	1	3.6	0	0.0	0	0.0	0	0.0	1	1.1
$250-$299	1	3.6	1	5.6	0	0.0	0	0.0	1	1.1
$300-$349	0	0.0	1	5.6	2	13.3	0	0.0	3	3.4
$350-$399	0	0.0	0	0.0	1	6.7	0	0.0	7	7.9
$400-$449	6	21.4	4	22.2	2	13.3	0	0.0	18	20.2
$450-$499	6	21.4	2	11.0	2	13.3	0	0.0	10	11.2
$500-$549	7	25.0	3	16.7	5	33.3	2	100.0	22	24.7
$550-$599	0	0.0	3	16.7	0	0.0	0	0.0	6	6.7
$600 +	6	21.4	4	22.2	3	20.0	0	0.0	19	21.4
Total	28	100.0	18	100.0	15	100.0	2	100.0	89	100.0

[a] For detailed description of farm types see page 14.

Table 27. (Continued)

Monthly wage	Farm type[a]									
	Hog-dairy		General		Beef raising		Other		Total	
	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	1	7.7	0	0.0	0	0.0	0	0.0	4	2.0
$200-$249	1	7.7	0	0.0	0	0.0	0	0.0	3	1.5
$250-$299	0	0.0	1	10.7	0	0.0	0	0.0	4	2.0
$300-$349	2	15.4	2	20.0	1	100.0	2	8.0	13	6.5
$350-$399	1	7.7	2	20.0	0	0.0	0	0.0	11	5.5
$400-$449	3	23.1	1	10.0	0	0.0	5	20.0	39	19.4
$450-$499	2	15.4	2	20.0	0	0.0	4	16.0	28	13.9
$500-$549	0	0.0	1	10.0	0	0.0	6	24.0	46	22.9
$550-$599	0	0.0	0	0.0	0	0.0	2	8.0	11	5.5
$600 +	3	23.1	1	10.0	0	0.0	6	24.0	42	20.9
Total	13	100.0	10	100.0	1	100.0	25	100.0	201	100.0

be reduced by 25 percent did not vary significantly from those stated earlier. One might suspect that on certain farm types where labor was a more important or restraining factor in the operation of the farm, there would be a more stable demand for it but the results here do not indicate that such is the case.

Examined from the standpoint of size in acres for part-time laborers, Tables 28 and 29, there is again little difference among farms of different size with $1.50-$1.74 and $2.00-$2.24 as the wages forcing no reduction and 25 percent reduction respectively in part-time labor hirings. However, for full-time laborers, Tables 30 and 31, there is a definite trend towards a more stable demand on farms of larger size in acres. On farms of 800 acres or more, wages as high as $500 per month or more were stated as being needed to force a 25 percent reduction where as on farms of smaller size, $400 was a sufficient wage to force a reduction.

In summary it would appear that for part-time laborers, regardless of how the farms are divided up the highest wage allowable and not force a reduction in hiring is $1.50-$1.74 and $2.00-$2.24 to force a 25 percent reduction in hiring. For full-time laborers, $400-$449 appeared to be the highest wage at which no reduction in hiring would occur. However the wage to force a 25 percent reduction varied between different farm types and sizes with larger sizes allowing higher prices.

Also, when these cash wages are compared with those actually being paid, it would appear that part-time labor is already at the highest level most farmers would be willing to accept before they start reducing the amount they would hire. The cash wages of full-time employees might however, rise from their present level of $300-$349 to as high as $400 or $450 before there would be any appreciable reduction in the number hired. This appeared to be especially true for larger sized farms.

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Table 28. Highest level hourly cash wage not affecting the amount of part-time labor hired by farm size in acres

Hourly wage	1-199		200-399		400-599	
	No. of respond-ents	%	No. of respond-ents	%	No. of respond-ents	%
$.99 or less	0	0.0	0	0.0	2	1.1
$1.00-$1.24	2	5.6	5	1.8	5	2.8
$1.25-$1.49	3	8.3	27	9.7	14	7.9
$1.50-$1.74	15	41.7	123	44.1	67	37.6
$1.75-$1.99	4	11.1	31	11.1	26	14.6
$2.00-$2.24	9	25.0	74	26.5	48	27.0
$2.25-$2.49	1	2.8	5	1.8	1	0.6
$2.50-$2.74	2	5.6	11	3.9	11	6.2
$2.75-$2.99	0	0.0	1	0.4	0	0.0
$3.00 +	0	0.0	2	0.7	4	2.2
Total	36	100.0	279	100.0	178	100.0

Size in acres							
600-799		800-999		1000 +		Total	
No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
0	0.0	0	0.0	0	0.0	2	0.3
1	1.1	1	2.7	0	0.0	14	2.2
4	4.5	3	8.1	4	13.3	55	8.5
38	42.7	11	29.7	7	23.3	261	40.2
9	10.1	4	10.8	8	26.7	82	12.6
26	29.2	10	27.0	8	26.7	175	27.0
0	0.0	1	2.7	0	0.0	8	1.2
9	10.1	7	18.9	3	10.0	43	6.6
0	0.0	0	0.0	0	0.0	1	0.1
2	2.2	0	0.0	0	0.0	8	1.2
89	100.0	37	100.0	30	100.0	649	100.0

Table 29. Level of hourly cash wage forcing a 25% reduction in the amount of part-time labor hired by farm size in acres

Hourly wage	1-199		200-399		400-599	
	No. of respondents	%	No. of respondents	%	No. of respondents	%
$.99 or less	0	0.0	0	0.0	1	0.8
$1.00-$1.24	0	0.0	0	0.0	1	0.8
$1.25-$1.49	1	5.0	1	0.5	3	2.3
$1.50-$1.74	3	15.0	21	11.0	15	11.5
$1.75-$1.99	3	15.0	29	15.2	26	20.0
$2.00-$2.24	6	30.0	72	37.7	40	30.7
$2.25-$2.49	2	10.0	11	5.8	6	4.6
$2.50-$2.74	5	25.0	35	18.3	20	15.4
$2.75-$2.99	0	0.0	4	2.1	1	0.8
$3.00 +	0	0.0	18	9.4	17	13.1
Total	20	100.0	191	100.0	130	100.0

Size in acres							
600-799		800-999		1000 +		Total	
No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
0	0.0	0	0.0	0	0.0	1	0.2
0	0.0	0	0.0	0	0.0	1	0.2
0	0.0	1	2.9	0	0.0	6	1.3
4	6.3	3	8.6	2	9.5	48	10.4
11	17.2	6	17.1	0	0.0	75	16.3
18	28.1	8	22.9	9	42.9	153	33.2
7	10.9	2	5.7	0	0.0	28	6.1
12	18.7	4	11.4	6	28.6	82	17.8
0	0.0	1	2.9	2	9.5	8	1.7
12	18.7	10	28.8	2	9.5	59	12.8
64	100.0	35	100.0	21	100.0	461	100.0

Table 30. Highest level of monthly cash wage not affecting the amount of full-time labor hired by farm size in acres

	1-199		200-399		400-599	
Monthly wage	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	0	0.0	7	5.3	5	4.0
$200-$249	0	0.0	7	5.3	7	5.6
$250-$299	2	18.1	9	6.9	2	1.6
$300-$349	3	27.3	22	16.8	25	20.0
$350-$399	1	9.1	27	20.6	17	13.6
$400-$449	4	36.4	34	26.0	40	32.0
$450-$499	1	9.1	8	6.1	7	5.6
$500-$549	0	0.0	12	9.2	19	15.2
$550-$599	0	0.0	2	1.5	0	0.0
$600 +	0	0.0	3	2.3	3	2.4
Total	11	100.0	131	100.0	125	100.0

Size in acres							
600-799		800-999		1000 +		Total	
No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
0	0.0	1	3.3	0	0.0	13	3.4
1	1.5	1	3.3	0	0.0	16	4.1
1	1.5	0	0.0	1	3.8	15	3.8
7	10.8	2	6.7	0	0.0	59	15.2
7	10.8	3	10.0	4	15.4	59	15.2
25	38.5	7	23.3	9	34.6	119	30.7
8	12.3	2	6.7	1	3.8	27	7.0
15	23.1	7	23.3	7	26.9	60	15.5
0	0.0	1	3.3	0	0.0	3	0.8
1	15.4	6	13.3	4	15.4	17	4.4
65	100.0	30	100.0	26	100.0	388	100.0

Table 31. Level of monthly cash wage forcing a 25% reduction in the amount of full-time labor hired by farm size in acres

	1-199		200-399		400-599	
Monthly wage	No. of respondents	%	No. of respondents	%	No. of respondents	%
$199 or less	0	0.0	4	4.2	1	1.2
$200-$249	0	0.0	3	3.1	2	2.5
$250-$299	0	0.0	2	2.1	3	3.7
$300-$349	1	14.3	14	14.6	5	6.2
$350-$399	2	28.6	3	3.1	5	6.2
$400-$449	2	28.6	25	26.1	19	23.5
$450-$499	0	0.0	9	9.4	14	17.3
$500-$549	2	28.6	17	17.7	22	27.2
$550-$599	0	0.0	4	4.2	1	1.2
$600 +	0	0.0	15	15.6	9	11.1
Total	7	100.0	96	100.0	81	100.0

Size in acres							
600-799		800-999		1000 +		Total	
No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
0	0.0	0	0.0	0	0.0	5	1.9
0	0.0	0	0.0	0	0.0	5	1.9
1	2.4	1	4.8	0	0.0	7	2.6
1	2.4	0	0.0	1	5.6	22	8.3
1	2.4	1	4.8	0	0.0	12	4.5
9	21.4	2	9.5	1	5.6	58	21.9
4	9.5	1	4.8	3	16.7	31	11.7
12	28.6	7	33.3	5	27.8	65	24.5
4	9.5	1	4.8	2	11.1	12	4.5
10	23.8	8	38.1	6	33.3	48	18.1
42	100.0	21	100.0	18	100.0	265	100.0

Fringe Benefits and Bonuses

Most full-time employees received some kind of fringe benefit or bonus. This was also true of many part-time employees. The most common benefits to full-time employees were such items as a house, farm produce, etc. A noon meal was the most common item provided part-time employees. Also, often times, employees are given a bonus during the year or at the end of the year to insure they will stay the entire year or to pay them for exceptional work. Therefore, a portion of the questionnaire was concerned with determining the types of benefits provided to employees, their estimated yearly value and the amount of any bonuses paid out during the year.

Among the six items listed in Table 32, as fringe benefits which employers indicated they provided to full and part-time employees, the provision of a house was most common for full-time laborers and board (meals) was most common for part-time employees. The meals furnished part-time workers were normally noon meals provided by the employer. Actually, most part-time laborers were not given any fringe benefits. They worked only for cash wages or cash plus a bonus. Nearly all full-time employees received some benefits. The value of these benefits was $900 or more for the majority of workers in all economic areas and $1000 or more for the largest number in each area except the South Central Iowa economic area (Table 33).

The bonuses considered were those in the form of a cash payment. The amount paid to employees was generally under $300 for both part-time and full-time employees as can be seen from Table 34. Also, although not shown, most of the bonuses given part-time employees were less than $100.

There appeared to be no definite relationship between the amount of

Table 32. Fringe benefits provided to full-time and part-time workers

Benefits	Full-time #	Full-time %	Part-time #	Part-time %
Room	34	10.3	28	7.1
Board	59	17.9	144	36.7
House	217	66.0	16	4.1
Utilities	167	50.8	11	2.8
Insurance	80	24.3	22	5.6
Farm produce	191	58.1	28	7.1
Total	329	-	392	-

cash wage paid, the amount of bonuses paid and the value of benefits provided. It might be expected that some farmers paying a lower cash wage would balance this by providing more benefits or a larger bonus, but this did not appear to be the case.

Desirable Attributes Sought in Farm Employees

A common complaint among farmers is that the employees they hire do not possess the characteristics or attributes needed for work on the farm. Therefore, the respondents were provided with a choice of 6 characteristics or attributes which might be desirable to have in a full-time employee and asked to select the three they thought were most important. A space was also provided to list any others they might prefer. The following are the characteristics or attributes from which selections were made:

(1) Ability to reason and make decisions

Table 33. Estimated yearly value of benefits provided to full-time employees by economic area

Value of benefits	Economic							
	N.W.		S.W.		N.C.		C.	
	#	%	#	%	#	%	#	%
$199 or less	7	15.6	5	15.6	4	25.0	3	5.4
$200-$299	1	2.2	1	3.1	0	0.0	3	5.4
$300-$399	2	4.4	1	3.1	1	6.3	10	17.9
$400-$499	3	6.7	2	6.3	1	6.3	3	5.4
$500-$599	1	2.2	1	3.1	0	0.0	1	1.8
$600-$699	2	4.4	2	6.3	1	6.3	1	1.8
$700-$799	2	4.4	5	15.6	1	6.3	9	16.1
$800-$899	5	11.1	0	0.0	1	6.3	2	3.6
$900-$999	0	0.0	4	12.5	0	0.0	6	10.7
$1000 +	22	48.9	11	34.4	7	43.8	18	32.1
Total	45	100.0	32	100.0	16	100.0	56	100.0

[a] See Figure 1 for location of economic areas.

area[a]									
S.C.		N.E.		E.C.		S.E.		Total	
#	%	#	%	#	%	#	%	#	%
2	20.0	1	3.8	5	15.6	4	12.5	31	12.4
0	0.0	1	3.8	1	3.1	1	3.1	8	3.2
2	20.0	2	7.7	0	0.0	2	6.3	20	8.0
2	20.0	2	7.7	0	0.0	2	6.3	15	6.0
0	0.0	1	3.8	0	0.0	2	6.3	6	2.4
0	0.0	0	0.0	2	6.3	2	6.3	10	4.0
1	10.0	3	11.5	2	6.3	2	6.3	25	10.0
1	10.0	5	19.2	1	3.1	2	6.3	17	6.8
0	0.0	5	19.2	5	15.6	4	12.5	24	9.6
2	20.0	6	23.1	16	50.0	11	34.4	93	37.3
10	100.0	26	100.0	32	100.0	32	100.0	249	100.0

Table 34. Annual cash bonuses paid to part-time and full-time employees

	Part-time		Full-time	
Bonus paid	#	%	#	%
$199 or less	32	82.0	80	45.5
$200-$299	4	10.3	38	21.6
$300-$399	0	0.0	24	13.6
$400-$499	1	2.6	6	3.4
$500-$599	1	2.6	7	4.0
$600-$699	0	0.0	4	2.3
$700-$799	0	0.0	3	1.7
$800-$899	0	0.0	3	1.7
$900-$999	1	2.6	1	0.6
$1000 +	0	0.0	10	5.7
Total	39	100.0	176	100.0

(2) Ability to follow directions

(3) Ability to operate mechanical equipment

(4) Ability to handle livestock

(5) Ability to communicate

(6) Ability to supervise

(7) Other (includes such items as honesty and reliability, willingness to work, etc.).

Table 35 would indicate that between hiring and non-hiring farms and hence also, among all farms there was little variance as to which

Table 35. Characteristics sought in laborers by farms hiring labor, farms not hiring labor and all farms

	Non-hiring farms		Hiring farms		Total	
Characteristics	No. of respondents	%	No. of respondents	%	No. of respondents	%
Ability to reason and make decisions	243	66.8	366	75.8	609	71.9
Ability to follow directions	248	68.1	329	68.1	577	68.1
Ability to operate equipment	269	73.9	393	81.4	662	73.5
Ability to handle livestock	162	44.5	281	58.2	443	52.3
Ability to communicate	68	18.7	109	22.6	177	20.9
Ability to supervise	12	3.3	42	8.7	54	6.4
Other	20	5.5	29	6.0	49	5.8
Total	364	-	483	-	847	-

characteristics were most desired. In each instance, 68 percent or greater of the respondents indicated ability to reason and make decisions, ability to follow directions, and ability to operate mechanical equipment as being most important.

When the responses were broken down into farm types (Table 36), there begins to appear some selectivity of characteristics. The ability to reason and make decisions and the ability to follow directions were still important to all the respondents regardless of farm type. But the ability to operate

Table 36. Characteristics sought in laborers by farm type

	Farm type[a]									
	Grain farms		Specialized beef feeding		Specialized hog		Specialized dairy		Hog-beef	
Characteristics	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
Ability to reason and make decisions	29	69.0	11	73.3	15	62.5	5	62.5	61	64.2
Ability to follow directions	28	66.7	8	53.3	15	62.5	3	37.5	74	77.9
Ability to operate equipment	37	88.1	11	73.3	18	75.0	7	81.5	70	73.7
Ability to handle livestock	11	26.2	8	53.3	15	62.5	6	75.5	51	53.7
Ability to communicate	11	26.2	2	13.3	4	16.7	2	25.0	20	21.1
Ability to supervise	2	4.8	1	6.7	0	0.0	0	0.0	5	5.3
Other	0	0.0	3	20.0	1	4.2	1	12.5	5	5.3
Total	42	-	15	-	24	-	8	-	95	-

[a] For detailed description of farm types see page 14.

Table 36. (Continued)

	Farm type[a]									
	Hog-dairy		General		Beef raising		Other		Total	
Characteristics	No. of respond-ents	%	No. of respond-ents	%	No. of respond-ents	%	No. of respond-ents	%	No. of respond-ents	%
Ability to reason and make decisions	8	57.1	8	61.5	0	0.0	34	73.9	171	66.3
Ability to follow directions	12	85.7	11	84.6	1	100.0	34	73.9	185	71.7
Ability to operate equipment	11	78.6	8	61.5	0	0.0	33	71.7	195	75.6
Ability to handle livestock	9	64.3	5	38.5	0	0.0	20	43.5	125	48.5
Ability to communicate	2	14.3	3	23.1	1	100.0	12	26.1	57	22.1
Ability to supervise	0	0.0	0	0.0	0	0.0	2	4.3	10	3.9
Other	0	0.0	0	0.0	1	100.0	1	2.2	12	4.7
Total	14	-	13	-	1	-	46	-	258	-

mechanical equipment was chosen by more respondents on grain and dairy farms where there would conceivably be a higher amount of complicated equipment in use and the ability to handle livestock was given greater emphasis on farms specializing in livestock enterprises.

None of the respondents appeared to show any interest in the employee's ability to supervise other people or to assume a responsibility for a major portion of the work load. It would seem that as farm size increases in the future this would become a more important characteristic wanted in men hired for farm work but it did not appear here.

Sources of Hired Labor

The respondents were given a list of 5 sources that might be used in locating hired laborers plus the opportunity to add any sources not listed. If they currently were not hiring any laborers they were asked to indicate the first source they would use to find one if needed. If they were hiring laborers they were asked to indicate those sources they utilized in obtaining their employees. Hence, for the related tables which follow, the total number of respondents using all sources may be greater than the number of respondents in the group. The sources listed were as follows:

(1) Hiring away from a neighboring farmer
(2) Placing an ad in a local newspaper
(3) Placing an ad in a national or regional farm magazine
(4) Contacting the county extension agent
(5) Contacting the Iowa State Employment Service
(6) Through personal contact or word of mouth

The largest number of the farmers who had hired labor in 1967 indicated that they did so through personal contact. This meant they either knew the laborer before hand or learned about him from friends or business associates. The second most used method for locating an employee for these farmers was through an ad in the local newspaper.

Table 37 shows how the responses of those people who did not hire any labor in 1967 compared with those farmers who did. The largest percent of those men who did not hire any labor said they would use the local newspaper as their first choice with the Iowa State Employment Service second and personal contact third. However, those farmers who did hire employees indicated their most common source was personal contact.

Table 37. Sources of hired labor by hiring and non-hiring farms

	Non-hiring farms		Hiring farms		Total	
Source	No. of respondents	%	No. of respondents	%	No. of respondents	%
Hire away from neighbor	19	7.2	51	11.4	70	9.8
Local newspaper	100	38.0	130	29.0	230	32.3
National or regional magazines	7	2.7	14	3.1	21	2.9
County extension agent	37	14.1	36	8.0	73	10.2
Iowa State Employment Service	84	31.9	98	21.8	182	25.6
Personal contact or word of mouth	51	19.4	215	47.9	266	37.3
Total	263	-	449	-	712	-

There was no difference between economic areas as to the source most often used by farmers for locating employees. Table 38 indicates that of those people responding to the question, the largest numbers in all but one instance chose personal contact as the source most commonly used, with the local newspaper again being second.

Summary

The responses given by the farmers surveyed indicate that even though the respondents represented farms of all different types from all parts of the state, they included very few farms specializing in livestock production to the exclusion of cropping activities. All farms maintained their large land basis. In addition to their cropping activities, they may or may not have been specialized in a limited number of livestock enterprises. Nonetheless, slightly more than half of the respondents hired labor in 1967.

The family labor contribution to labor on the farms came mostly from operators and their sons. The operators quite naturally worked the year round and the sons worked often times as high as 120 days. There were very few wives or daughters who worked on the farm. Those few that did work did so during the spring, summer, and fall with very few working during the winter as would be expected. There were found to be no differences between farms that hired labor and those that did not hire labor with regard to the amount of family labor available. It is often suggested that family labor substitutes for hired labor to some extent but such a situation did not seem to appear in this sample. There appeared to be a direct correlation between the number of days worked and the wage paid to children.

The majority of the part-time employees were younger than 20 or older

Table 38. Sources of hired labor by economic area for farms that hired labor

	Economic							
	N.W.		S.W.		N.C.		C.	
Sources	No. of respondents	%	No. of respondents	%	No. os respondents	%	No. of respondents	%
Hire away from neighbor	9	12.3	10	19.2	5	14.7	5	4.9
Local newspaper	22	30.1	13	25.0	10	29.4	30	29.4
National or regional magazine	5	6.8	0	0.0	2	5.8	2	2.0
County extension agent	4	5.5	0	0.0	2	5.8	7	6.9
Iowa State Employment Service	17	23.3	4	7.7	11	32.3	25	24.5
Personal contact or word of mouth	36	49.3	29	55.8	12	35.3	48	47.1
Total	73	-	52	-	34	-	102	-

[a] See Figure 1 for location of economic areas.

area[a]									
S.C.		N.E.		E.C.		S.E.		Total	
No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%	No. of respondents	%
1	5.0	9	13.8	5	10.4	7	14.9	51	11.6
7	35.0	23	35.4	15	31.2	9	19.2	129	29.3
2	10.0	1	1.5	0	0.0	2	4.3	14	3.2
5	25.0	5	7.7	8	16.6	4	8.5	35	7.9
6	30.0	9	13.8	12	25.0	12	25.5	96	21.8
8	40.0	35	53.8	20	41.6	21	44.7	209	47.4
20	-	65	-	48	-	47	-	441	-

than 60 and most were paid a wage of \$1.50-\$1.74, except in the northeast and southeast areas of the state, and on hog-dairy and grain farms where a higher wage predominated. Most part-time employees worked during the spring, summer, and fall, the busy seasons of the year, as would be expected. Their skill levels were rated as semi-skilled for cropping activities and unskilled for livestock activities. Most extra help hired by farmers is associated in some way with crops much more so than with livestock. As a result, farmers are probably more acquainted with their performance from that standpoint and would know better their abilities in that area and hence, might rate them higher. Their competence level was commenserate to that of being assigned several jobs at once.

Most of the full-time men employed were married and worked the year round. Though monthly wages ranged from \$200 per month to \$600, the average was \$300-\$349 for all farms and varied mostly by farm size with larger farms paying higher wages. Nearly all full-time employees received fringe benefits of some kind, the value of these generally was \$900 or more for the year. A large number also received a bonus.

The skill levels of full-time men were rated as semi-skilled for most with a few rated as supervisory. Their competence level for the most part was the same as that for part-time men assigned several jobs at once.

When the farmers were asked to indicate how high a wage they could pay before they would reduce the amount of part-time labor hired, everyone seemed to agree that \$1.50-\$1.74 was about as high as they would go. This also was the actual wage paid to part-time employees. Very few of them were paid a wage of \$2.00 or more, which was also the wage at which most farmers said they would reduce labor hirings by 25 percent.

For full-time employees, some differences of opinion began to develop regarding how high wages should be without causing a reduction. For all farms in the sample, no specific wage could be settled upon as the highest wage that could be paid before it would force no reduction or a 25 percent reduction. As a result, wages of from $350-$450 and $400-$600 or more respectively were mentioned most of the time. Divided into hiring and non-hiring farms, economic area, and farm type, the wages centered on $400-$449 and $500 or more. The most stable demand for labor came from the farms which had larger sizes in acres. On farms of 800 acres and more, the maintenance of an adequate supply of labor becomes more critical to the operation of the farm and hence, the operators were more willing to pay a higher wage to keep their employees. Comparing the above stated wages for no reduction and 25 percent reduction with the wages actually being paid to full-time employees, it would appear that full-time farm wage rates could go from their present indicated level of $300-$349 to $400 or even $450 and not appreciably reduce the number of men hired.

Among the various sources of labor listed, personal contact was most important for farmers hiring help. Most farmers hiring laborers, and especially part-time laborers, generally know who in the neighborhood might be available for work and they just simply call around until they find the help they need. Also, the fact that most part-time laborers were either young or old would also point out this fact. For farmers who were not currently hiring labor, they chose an ad in a local newspaper as their first source of help and for part-time help, this would probably be a sufficient method. Once they had established a list of known possible laborers, they would contact them a second or subsequent time through personal contact. However, in obtaining full-time labor, this will often not be a sufficient method and thus, the use of the Iowa State Employment Service is the second most favored source for these farmers. Nonetheless, over all respondents, personal contact or word of mouth was most important. Considering the close working relationships most farmers have with each other, it is probably just as efficient at times to start asking around for help as it is to advertise.

PERSONAL INTERVIEWS WITH EMPLOYERS AND EMPLOYEES

Personal interviews were conducted with farmers and their full-time employees to give insight into areas that could not be dealt with in the mail questionnaire and also to examine in more detail some items in the mail questionnaire. In all, 32 useable employer and 29 employee questionnaires were completed. Separate interview schedules were used for the employer and the employee. Copies of these can be seen in Appendix B.

Six Iowa counties were selected for conducting the interviews. Three of these; Black Hawk, Benton and Linn, were located near industrial centers where off-farm employment was more a possibility and three; Sac, Franklin and Grundy, were located away from any industrial centers. Extension directors in these counties furnished names of farmers who had full-time employees and from these lists the farmers to be interviewed were selected.

The employer questionnaire was designed to examine the following areas:

(1) Organization of the farm business
(2) Nature of the farming activities for 1967
(3) Employer background
(4) Farm labor supply
(5) Wage agreements
(6) Work performed by laborers
(7) Competence and skill levels of hired laborers
(8) Employer-employee relations
(9) Sources of hired help for the farmer

The employee questionnaire was developed with the aim of examining three principal areas:

(1) Employee background and family

(2) Employee's present job

(3) Employee aspirations

The interviews were conducted during a three week period in the summer of 1968. Each visit consisted of at least two interviews; one with the employer and one or more with his employees, depending on the number of full-time men he employed. However, in a few instances employee interviews were not possible because the hired man was not available or the farmer was "between hired men" at the time of the interview. The farmer was always interviewed first to insure his cooperation and to legitimize the interview to the hired man.

All information requested about the farming activities of the employer were to be gathered for the year 1967. This would allow for better correlation with data obtained from the mail questionnaires and from farm record data.

Characteristics of Farms

In the discussions and tables which follow, farms located near industrial centers will be referred to as "urban farms", and those located away from industrial centers will be referred to as "rural farms". Table 39 indicates the relative differences in size and ownership between farms in rural and urban areas of the sampled counties and between farms hiring only 1 man and those hiring 2 or more men regardless of where they were located. It can be seen that farmers hiring full-time employees operated relatively large acreages. Also rented land is an important part of the total, accounting for over 50 percent of the total acres. It is also important to note that those farms hiring two full-time employees were on the average

Table 39. Acreages of farms by urban areas, rural areas, farms hiring full-time man, and farms hiring 2 or more full-time men

	Total acres		Row crops & small grains		Rented acres		Owned acres	
	No. of farms	Ave. acres	No. of farms	Ave. acres	No. of farms	Ave. acres	No. of farms	Ave. acres
Urban farms	15	774.4	15	487.4	10	365.0	13	542.9
Rural farms	17	650.6	17	551.4	11	417.1	17	492.1
1 man farms	20	583.0	20	463.4	13	365.7	19	357.0
2 or more man farms	12	1,019.2	12	616.1	8	448.0	11	786.0
Total farms	32	746.7	32	520.6	21	397.0	30	481.0

436 acres larger than farms with one hired man--in fact, nearly twice as large. The difference of 124 acres in size between the farms in the rural and urban areas is thought not to be significant. The livestock enterprises on the farms appeared to bear little or no association with the number of men hired. Table 40 shows the number of farms operating each of the livestock enterprises listed and the average size of the enterprises. The only differences appear to be in beef cows and fed cattle. The large differences in numbers of cattle fed on farms hiring 2 or more men is due in part to one farm in the sample which fed 7000 cattle a year which is not representative of most farms in the state. There was also no apparent difference between one and two or more man farms regarding their business organization.

The largest number of farms, about 70 percent, were single proprietorships with partnerships, corporations or some combination, making up the rest. The above information is provided to give background for the discussion which follows.

Table 40. Size of livestock enterprises on urban, rural, 1 man, 2 or more man and total farms

	Beef cows		Feeder cattle		Dairy cattle		Litters of pigs farrowed	
	No. of farms	Ave. no.	No. of farms	Ave. no.	No. of farms	Ave. no.	No. of farms	Ave. no.
Urban farms	2	137.0	13	791.4	5	73.8	4	75.5
Rural farms	4	78.7	11	1,020.0[a]	2	82.5	13	120.0
1 man farm	3	60.6	16	483.0	4	74.7	13	105.0
2 or more man farm	3	136.0	8	1,722.0[a]	3	78.3	5	99.0
Total farms	6	98.1	24	896.0	7	76.0	18	103.0

[a] One operator fed 7000 head per year distorting the average size of operations in rural areas and on 2 or more man farms.

Table 40. (Continued)

	Hogs fed		Ewes		Lambs fed		Hens or turkeys	
	No. of farms	Ave. no.	No. of farms	Ave. no.	No. of farms	Ave. no.	No. of farms	Ave. no.
Urban farms	11	496.0	4	14.5	4	172.0	3	1,533.0
Rural farms	13	120.0	1	60.0	1	70.0	1	1,600.0
1 man farm	17	761.0	4	22.0	4	25.0	4	1,550.0
2 or more man farm	7	739.0	1	30.0	1	40.0	-	-
Total farms	24	755.0	5	23.6	5	27.8	4	1,550.0

Characteristics of Operators and Their Families

All of the operators interviewed were married with an average of 3 children, 1.0 of which was living at home and worked 10 or more days on the farm in 1967. Fourteen of the 32 operators had no children who worked 10 or more days on the farm in 1967. Of the 18 operators who did have children who worked 10 or more days on the farm, the average number of children who worked was 1.2.

The ages of employers ranged from 23 to 63 years. Their formal education also varied greatly from a low of 7 years to a high of 16 years. The average being equivalent to a high school diploma, 12 years. The employers were asked to rank themselves as to activity in organizations by choosing from among the following 5 choices; very active, fairly active, medium active, not active at all, and not in any organizations. Virtually all of them, 93 percent, felt that they were medium active or more.

Most of the wives of employers did not help with outdoor farm work. On the other hand, nearly two-thirds helped with record keeping activities (Table 41). The one employer whose wife did chores on a regular basis stated that she did this work only because she enjoyed it.

Table 41. Farm activities performed by wives of operators

Activities	Regularly	Sometimes	Seldom	Never	Total
Kept records	20	5	1	7	33
Helped with chores	1	5	5	22	33
Helped with crops	0	4	2	27	33
Helped with livestock	0	4	4	25	33

Of the total children who worked 10 or more days, only 6 were females while 25 were males. For the most part, the seasons and times worked for males and females did not differ greatly. All of those children working 10 or more days on the farm worked during the summer months and the smallest proportion worked during the winter. All of the children were paid either through an allowance, wage, or a flat rate in the form of cash or through enterprise support.

Characteristics of Employees

The average age of employees was 34 and ranged from 20-72 with most being between 30 and 60. Of the 29 men interviewed, only 5 had any technical training beyond high school or the army. Twenty-eight were married and one was single. The average number of children per married man was 3.3.

The majority of the wives of these men were not employed outside the household. Of the 7 wives who did work outside of the household, yearly salaries averaged from $670 for part-time workers to $2300 for full-time workers.

The employers were asked to rate their hired laborers by skill level and competence level. The employers were given a choice of the same skill levels and competence levels that were used in the mail questionnaire except that in this case the crop and livestock skills were combined into one. A definition of these skill and competence levels can be seen on page 28.

Of the 39 full-time men who were rated by their employers, 28 were ranked as skilled men or better, 8 rated at the supervisory level and the other 11 were rated as semi-skilled. None were rated as unskilled.

Of these same 39 men, 27 were given a competence rating of being assigned several jobs at once or higher. Out of these 27, an impressive number, 16, were, according to their employers, given the freedom to determine their own jobs and to do them.

Table 42 indicates that those men with the highest skill levels were also rated with the highest competence levels by their employers. Of the 28 men rated as skilled or better, 26 were rated as being assigned several jobs at once or allowed to determine their own jobs.

Table 42. Skill level vs. competence level of full-time men

	Skill level				
Competence level	Unskilled	Semi-skilled	Skilled	Supervisory	Total
Area of responsibility	-	3	7	6	16
Several jobs at once	-	3	6	2	11
One job at a time	-	3	7	-	10
Works with operator	-	2	-	-	2
Manual jobs	-	-	-	-	-
Total	-	11	20	8	39

The employees also were asked to rate their own competence by asking them what type of man they wanted to work for. They were given 4 choices which were similar to those given their employers. These choices ranged from an employer who would assign an area of work and hold him, the employee, responsible for it to an employer who would work near or with the employee at all times.

A majority of the 29 employees interviewed, 16, felt that they would like to have an area of work assigned to them and another 5 preferred to be assigned several jobs at once.

The responses of employers regarding the competence level they employed with their men and the competence level the men themselves felt that they had or would like can be examined in Table 43. It can be seen that in the majority of cases, the competence reported by the employer and hence the supervision most likely provided by him to the employee agreed or nearly agreed with what the employee indicated he preferred or was capable of handling.

The employees were also presented with a list of 14 jobs generally performed on Iowa farms. These jobs ranged from simple unskilled tasks to complicated jobs requiring larger amounts of skill and training. These jobs are listed in Table 44. The employees were asked to indicate first whether the job was performed on the farm on which they were working and secondly, if they performed it. By looking at the skill level given them by their employer, it could be determined whether men rated with higher skills performed more difficult tasks. There seemed to be little or no relationship between the skill level of the employee and the jobs he performed. Table 44 lists, for each job and skill level for those employees working on farms

Table 43. Competence level of employees vs. desired supervision of employees

	Competence level of employee				
Desired supervision	Area of responsibility	Several jobs at once	One job at a time	Near or with operator	Total
Area of work	9	2	5	-	16
Several jobs at once	1	3	1	-	5
One job at a time	-	-	-	1	1
Near or with the operator	1	3	1	2	7
Total	11	8	7	3	29

on which the particular job was performed, the number of employees performing the job and the number not performing the job. The dominant factor which determined whether an employee did a job seemed to be whether or not the job was performed on the farm rather than his skill level.

Present Employment of Employees

An overwhelming percent, 93%, of the 29 employees interviewed were satisfied or very satisfied with their present jobs. Only one man was dissatisfied with his present job. This was a young man in his twenties who felt there was no chance for advancement in hired farm labor and was going to quit and go back to school to further his education.

The principal reason given by these men for continuing as farm employees was that they genuinely enjoyed farming and the type of work they were

Table 44. Farm jobs performed by semi-skilled, skilled and supervisory level employees as rated by their employers

Job	Semi-skilled		Skilled		Supervisory		Total	
	Number performing	Number not performing	Number performing	Number not performing	Number performing	Number not performing	Number performing	Number not performing
Plowing	8	0	13	0	6	0	27	0
Planting row crops	5	3	7	0	6	1	18	8
Cultivating	8	0	12	0	6	0	26	0
Mowing forage	6	1	12	0	7	0	25	1
Operating a baler	6	0	10	2	6	0	22	2
Operating a forage harvester	5	1	8	1	4	1	17	3
Operating a grain combine	4	1	7	2	6	0	17	3
Milking cows	1	0	3	0	4	0	8	1
Hand feeding livestock	7	0	12	1	7	0	26	1
Grinding	6	0	11	0	4	0	21	0
Operating mechanical feeding equipment	6	0	11	0	5	0	22	0
Castrating animals	1	3	7	1	4	2	12	6
Welding	5	1	7	1	4	2	16	4
Machinery repair	7	1	13	1	7	0	27	1

doing. These men also expressed a liking for their employer as a person and as an employer and had no desire to change jobs. Perhaps one other reason for their liking their job was that twenty-two of these men were hired from within the local community either through personal contact, a friend or relative, or by answering an ad in the local paper. This would imply that most of these men had been in the community for some time, had established some community ties, and this then enhanced their desire to stay. The other 7 located their jobs through the Iowa State Employment Service or through an ad in the Des Moines Register, a newspaper with state wide circulation.

The total compensation provided full-time employees as computed and shown in Table 45 from cash wages plus benefits and bonuses, was nearly the same for laborers in urban areas and in rural areas. However, Table 45 would indicate that even though total wages were the same, weekly and monthly cash wages and bonuses were higher in rural areas. The situation is reversed with regard to benefits paid to laborers. The average number and type of benefits provided by employers did not differ between areas, but the employers in urban areas placed a much greater value on them. This fact resulted in the total wages paid being the same.

Table 45. Average total wages paid, average cash wages paid weekly and monthly by urban, rural and total farms

	Cash wage rate				
	If paid weekly	If paid monthly	Bonus paid for the year	Annual value of benefits provided	Annual total compensation
Urban farms	$ 77	$336	$365	$1819	$6108
Rural farms	$109	$348	$412	$ 947	$5933
All farms	$100	$341	$390	$1335	$6017

Aspirations of Employees

Twenty-three of the employees interviewed indicated that they were working at the occupation they intended to work at when they quit school or graduated from school. The other five had intended to enter farming on their own and one had planned to be an automobile mechanic. The reasons given by these men for not becoming what they intended were: 1) financial difficulties, 2) marriage responsibilities, and 3) dislike for other work.

When asked what they would be doing if they could select anything they wanted, the majority said they would be farming on their own. However, other jobs listed were welding, heavy equipment operation, and maintenance work.

Most of the employees were active in their communities. Twenty said they were medium active or greater when given the same choices as listed earlier for employers. Thirteen said they would like to become more active in the community. Five of these 13 were men who said they were not now active.

Employer-Employee Relations

All of the employers recognized the need for good relations with their hired men. In Table 46 are a list of practices with indications whether employers were doing them as an attempt to improve employee relations. In addition, a number of employers discussed specific things which were not listed which they did to promote good will with their employees. One man said that once a month he sat down with his hired man and discussed the farm and the work to be done. The employee also was encouraged to talk about anything which was bothering him. Another employer said he allowed his employee 6 or 7 acres of land to do with as he pleased and gave him time off from work to take care of it.

Table 46. Employer-employee relations practiced by farmers

Practice	Number practicing
Encourage employee's children to enter 4-H or F.F.A. work and support their projects[a]	12
Attempt to integrate the employee into the community by taking him or encouraging him to go to local affairs[a]	23
Attempt to interest the employee in his work by sending him to short courses or taking him with you to local business and product promotion meetings	19
Provide a means of voicing grievances he may have about work routine, etc.	28
Attempt to interest the employee's wife in the operation of the farm or in the community[a]	12
Allow the man freedom to request days off when requested for a specific reason	31

[a] In a number of instances the practice did not apply either because the man had no children or no wife, or was already well established within the community.

Summary

The names of the employers who were contacted for interviews were provided by county extension directors. The men supplied by the agents were well enough acquainted with extension activities that the Extension Director to have noted and remembered it. As a result of this selectivity, the people interviewed were not a cross-section of the employers and employees on Iowa farms but rather a select group of successful employers with employees who were satisfied with their jobs. Thus conclusions drawn relate to successful employer-employee conditions and cannot be assumed to represent the situation on all Iowa farms.

The employers on these farms seemed to recognize the need for good employer-employee relations. This can be seen in the large numbers of employers who were taking their employees to meetings with them, that attempted to integrate their employees into the community, and that were providing special housing and incentive plans. There was shown, by all employers, a genuine interest and concern for their hired men.

Other studies would lead one to conclude that most full-time farm laborers are semi-unemployable, alienated from the community, and generally don't remain with one employer for a very long period of time. Almost the opposite conditions were found to exist for the employees interviewed. These men were doing farm work because they enjoyed it. Very few of them expressed any desire to change jobs and if given their choice would be farming now. A few of these employees had been working for the same employer for ten years or longer and only one had been employed less than one year. They also thought their pay and working conditions were satisfactory. Some thought that the period between checks should be shorter or wanted some other minor change, but on the whole, no major problems were uncovered.

The employees also expressed a liking for the employer as a person and as an employer. This was due in part to the fact that most were receiving the type of supervision they desired. A few of the employers placed a great amount of confidence in their employees. One employer even allowed his employee to buy and sell livestock when he was going to be absent for a period of time. Another offered to allow his employee to take over the operation of his farm when he retired.

These employees were also surprisingly active in the community. One was president of the local saddle club and another had held several offices in his church. Still another had been attending adult-farmer classes at the local high school in the evenings to upgrade his skills. In the few instances where a man indicated that he was not active in the community, it was by choice and he in no way felt alienated.

FARM RECORD ANALYSIS OF SPECIALIZED FARMS

The amount of specialization of hired labor has been shown to be associated with the type of farm and the size of activities on that farm. Since the trend in agriculture is toward larger more specialized farms, it seemed useful to examine these influences in greater detail. Thus portions of the total records of the IFBA on file at Iowa State University were analyzed with respect to labor hirings for specific farm types.

The following is the list of farm types which were selected for analysis in this chapter. A detailed description of the specific requirements for a farm to be classified in each type can be found on page 14.

(1) Grain farms

(2) Specialized beef feeding farms

(3) Specialized hog farms

(4) Specialized dairy farms

(5) Hog-beef farms

(6) Hog-dairy farms

Several variables were analyzed as they related to the amount of labor hired for each farm type. The specific variables considered were as follows:

(1) Months of operator labor

(2) Months of family labor

(3) Gross value of crops produced

(4) Value of total working assets

(5) Litters of pigs farrowed

(6) Number of dairy cows

(7) Number of beef cows

(8) Hogs sold by the operator

(9) Cattle sold by the operator

The analysis began by tabulating product moment correlation coefficients between the months of labor hired and the variables listed for each of the selected farm types (Table 47). The product moment correlation coefficient measures the degree of association between the dependent variable (months of labor hired) and the independent variables listed above. A correlation coefficient of plus one or minus one would indicate a perfect association or correlation of the months of labor hired with the specific independent variable being analyzed. A value of zero would indicate no relationship between the two variables.

The variables with sizeable correlation coefficients were then analyzed in more detail through the use of frequency tables for each farm type indicating the percentage relationship between the variables being analyzed and the months of labor hired.

In a few instances, even though two variables had high correlation coefficients with the months of labor hired, only one was examined further. This came about because, on certain farm types, the variables were highly related to one another so that conclusions drawn for one could also be drawn for the other. For instance, on specialized hog farms, there would be an expectantly close relationship between the litters of pigs farrowed and the number of hogs sold. Hence there would be little or no value in examining how both of these were associated with the amount of labor hired.

It may be of interest first to look at all farm types to examine some of the variables not highly correlated with the amount of labor hired for any farm type. In Table 47, it can be seen that there was a slight negative

Table 47. Correlation of the amount of labor hired with selected variables for specialized farms

Farm type	Months of operator labor	Months of family labor	Gross value of crops	Value of total working assets	Litters of pigs farrowed	Number of dairy cows	Number of beef cows	Number of hogs sold	Number of cattle sold
Specialized grain	-.0079	-.0629	.5320	.3119	.2289	-.0604	.0606	.1451	.3435
Specialized beef feeding	-.0714	-.0811	.7535	.5617	.2985	-.0272	.1142	.3843	.5065
Specialized hog	-.0345	-.0034	.5165	.4514	.3977	-.0453	-.0161	.5350	.1333
Specialized dairy	.1101	-.2917	.3659	.2203	-.0966	.7662	-.0052	-.0824	.5900
Hog-beef	-.0706	-.1091	.5582	.4762	.3496	.1144	.1654	.4096	.4629
Hog-dairy	.0211	-.0177	.6441	.4887	.2674	.5273	-.0451	.3545	.2966

correlation between the amount of family and operator labor and the amount of labor hired. Also the number of beef cows appeared not to be associated with the amount of labor hired for any farm type.

Grain Farms

Three-hundred-thirty-two farms fell within this classification. The average size of these farms was 435 acres with 385 tillable. There was little or no livestock raised on these farms. The average annual labor useage on these farms was 15.3 months with the operator accounting for 11.4 months, hired labor 3.3 months and family labor 0.6 months.

In Table 47 it was shown that the gross value of crops, total working assets, and the number of cattle sold appeared to be significantly correlated with the amount of labor hired. These three variables will now be analyzed in greater detail. Table 48 shows the relation of the gross value of crops produced to the amount of labor hired, Table 49 considers total working assets, and Table 50 treats the number of cattle sold.

The gross value of crops raised appears to be associated with the months of labor hired at least to the $50,000 level. Prior to this level there can be seen a decrease in the percentage of farms that do not hire any labor and an extension of some farms into the range of 12 months of labor or more hired. Above the $50,000 level the trend is not nearly as apparent either because of the small numbers of farms at these levels or this may be an indication of the substitution of capital for labor on larger farms.

The total working assets which include mostly the machinery used on these farms show a trend quite similar to the gross value of crops. Up to the $30,000 level there appears to be a trend toward a larger amount of

Table 48. Gross value of crops vs. months of labor hired on grain farms

Dollars	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	54.5	36.4	-	9.1	-	-	-	-	-	100.0 (11)
10,000 - 19,999	50.7	41.8	6.0	-	1.5	-	-	-	-	100.0 (67)
20,000 - 29,999	45.9	48.0	4.1	-	2.0	-	-	-	-	100.0 (98)
30,000 - 39,999	25.9	50.0	10.3	3.4	6.9	1.7	-	-	-	100.0 (58)
40,000 - 49,999	11.1	37.8	20.0	6.7	11.1	6.7	-	6.7	-	100.0 (45)
50,000 - 59,999	12.5	20.8	25.0	8.3	12.5	12.5	-	4.2	4.2	100.0 (24)
60,000 - 69,999	9.1	9.1	18.2	9.1	9.1	18.2	9.1	9.1	9.1	100.0 (11)
70,000 - 79,999	22.2	11.1	33.3	11.1	-	-	-	22.2	-	100.0 (9)
80,000 - 89,999	-	-	40.0	20.0	-	20.0	-	-	20.0	100.0 (5)
90,000 +	-	25.0	-	25.0	25.0	-	-	-	25.0	100.0 (4)
Total	33.4	40.1	10.8	3.6	5.1	3.0	0.3	2.1	1.5	100.0 (332)

Table 49. Value of total working assets vs. months of labor hired on grain farms

	Months of hired labor									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
Less than 5,000	59.4	34.4	6.3	-	-	-	-	-	-	100.0 (32)
5,000 - 9,999	49.2	42.6	6.6	-	1.6	-	-	-	-	100.0 (61)
10,000 - 14,999	32.1	48.7	7.7	2.6	5.1	2.6	-	1.3	-	100.0 (78)
15,000 - 19,999	28.0	38.7	10.7	5.3	6.7	4.0	-	4.0	2.7	100.0 (75)
20,000 - 24,999	15.6	40.6	12.5	3.1	15.6	3.1	3.1	3.1	3.1	100.0 (32)
25,000 - 29,999	25.8	35.5	22.6	6.5	3.2	3.2	-	-	3.2	100.0 (31)
30,000 - 34,999	20.0	10.0	30.0	-	-	20.0	-	10.0	10.0	100.0 (10)
35,000 - 39,999	16.7	33.3	16.7	-	16.7	16.7	-	-	-	100.0 (6)
40,000 - 44,999	-	-	-	100.0	-	-	-	-	-	100.0 (3)
45,000 +	-	50.0	25.0	-	-	-	-	-	25.0	100.0 (4)
Total	33.4	40.1	10.8	3.6	5.1	3.0	0.3	2.1	1.5	100.0 (332)

Table 50. Number of cattle sold vs. months of labor hired on grain farms

Number of cattle	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
0	37.7	41.3	11.4	3.0	1.8	1.8	-	1.8	1.2	100.0 (167)
1-99	32.2	42.6	8.8	3.7	6.6	2.2	-	2.2	1.5	100.0 (136)
100-199	18.2	22.7	22.7	4.5	18.2	4.5	4.5	4.5	-	100.0 (22)
200-299	-	25.0	-	25.0	-	50.0	-	-	-	100.0 (4)
300-399	-	-	-	-	-	-	-	-	100.0	100.0 (1)
400-499	-	-	-	-	50.0	50.0	-	-	-	100.0 (2)
Total	33.4	40.1	10.8	3.6	5.1	3.0	0.3	2.1	1.5	100.0 (332)

labor hired as the value of working assets increases. Beyond this level there is again a breakdown in this trend due to smaller numbers or capital labor substitution on these farms.

The correlation of the number of cattle sold with the months of labor hired comes from the fact that, of those 40 farms that hired 10 or more months of labor, only 9 did not feed any cattle. This would seem to indicate that a large portion of the farms maintained a small livestock enterprise to utilize excess labor not required for crop production.

Specialized Beef Feeding Farms

One-hundred-twenty-three farms were of this type. These farms had an average of 459 total acres and 398 rotated acres. They also fed out an average of 418 cattle. The average annual labor usage on these farms was 19.8 months, 12 months of which were operator labor, 6.6 months of hired labor and 0.7 months of family labor.

In Table 47 it was shown that the gross value of crops, total working assets, and the number of cattle sold appeared to be significantly correlated with the amount of labor hired. These three variables will now be examined in more detail. Table 51 shows the relation of the gross value of crops produced to the amount of labor hired, Table 52 treats the total working assets and Table 53 considers the number of cattle sold.

The gross value of crops raised appeared very closely correlated with the amount of labor hired. This is due in part to the fact that all crops raised were fed to livestock so that as the amount of crops increased, so did the number of cattle fed.

The value of total working assets which, in this instance, included

Table 51. Gross value of crops vs. months of labor hired on specialized beef feeding farms

Dollars	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	50.0	50.0	-	-	-	-	-	-	-	100.0 (2)
10,000 - 19,999	33.3	58.3	8.3	-	-	-	-	-	-	100.0 (24)
20,000 - 29,999	24.2	48.5	12.1	6.1	6.1	3.0	-	-	-	100.0 (33)
30,000 - 39,999	12.5	33.3	4.2	16.7	25.0	8.3	-	-	-	100.0 (24)
40,000 - 49,999	9.1	36.4	9.1	-	9.1	9.1	18.2	9.1	-	100.0 (11)
50,000 - 59,999	-	-	16.7	-	33.3	41.7	-	-	8.3	100.0 (12)
60,000 - 69,999	-	-	11.1	-	44.4	33.3	11.1	-	-	100.0 (9)
70,000 - 79,999	-	-	-	-	-	33.3	33.3	-	33.3	100.0 (3)
80,000 - 89,999	-	-	-	-	-	25.0	-	25.0	50.0	100.0 (4)
90,000 +	-	-	-	-	100.0	-	-	-	-	100.0 (1)
Total	17.1	35.0	8.9	4.9	14.6	11.4	3.3	1.6	3.3	100.0 (123)

Table 52. Value of total working assets vs. months of labor hired on specialized beef feeding farms

Dollars	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
4,999 of less	40.0	40.0	-	20.0	-	-	-	-	-	100.0 (5)
5,000 - 9,999	29.4	47.1	17.6	-	5.9	-	-	-	-	100.0 (17)
10,000 - 14,999	24.0	64.0	4.0	-	4.0	-	4.0	-	-	100.0 (25)
15,000 - 19,999	14.3	38.1	4.8	19.0	4.8	14.3	4.8	-	-	100.0 (21)
20,000 - 24,999	28.6	28.6	14.3	-	21.4	7.1	-	-	-	100.0 (14)
25,000 - 29,999	-	12.5	18.8	6.3	25.0	31.3	6.3	-	-	100.0 (16)
30,000 - 34,999	-	25.0	-	-	12.5	37.5	-	12.5	12.5	100.0 (8)
35,000 - 39,999	-	14.3	-	-	42.9	-	14.3	-	28.6	100.0 (7)
40,000 - 44,999	-	-	100.0	-	-	-	-	-	-	100.0 (1)
45,000 +	11.1	-	-	-	44.4	22.2	-	11.1	11.1	100.0 (9)
Total	17.1	35.0	8.9	4.9	14.6	11.4	3.3	1.6	3.3	100.0 (123)

Table 53. Number of cattle sold vs. months of labor hired on specialized beef feeding farms

Number of cattle sold	Months of labor hired									Total % (N)
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	
1-99	57.1	28.6	14.3	-	-	-	-	-	-	100.0 (7)
100-199	22.7	59.1	4.5	4.5	4.5	4.5	-	-	-	100.0 (22)
200-299	25.9	37.0	14.8	7.4	11.1	3.7	-	-	-	100.0 (27)
300-399	18.2	36.4	9.1	9.1	9.1	9.1	4.5	4.5	-	100.0 (22)
400-499	-	23.1	15.4	-	23.1	38.5	-	-	-	100.0 (13)
500-599	-	40.0	-	10.0	-	20.0	10.0	-	20.0	100.0 (10)
600-699	-	-	20.0	-	40.0	-	20.0	20.0	-	100.0 (5)
700-799	-	-	-	-	75.0	-	25.0	-	-	100.0 (4)
800 +	7.7	23.1	-	-	30.8	23.1	-	-	15.4	100.0 (13)
Total	17.1	35.0	8.9	4.9	14.6	11.4	3.3	1.6	3.3	100.0 (123)

both machinery and livestock equipment, also showed a very definite trend of increased labor hirings with increased value of assets.

The number of cattle sold also shows this definite trend with none of the smaller farms employing large amounts of labor and very few of the larger farms hiring no labor. This again is associated with the fact that crop acreage increased with the number of cattle sold.

Specialized Hog Farms

The average acreage of these farms was 313 total acres and 277 rotated acres indicating that these farms are somewhat smaller than the types considered previously. They farrowed, on the average, 96 litters of pigs and finished out 787 hogs per year. Total annual labor usage was 16.9 months. Of the total, operator labor accounted for 12 months, hired labor 3.7 months and family labor 0.9 months. Altogether 242 farms fell within this category.

In Table 47 it was shown that the gross value of crops, the total working assets, the number of hogs sold, and the litters of pigs farrowed appeared to be significantly correlated with the amount of labor hired. The first three of these variables will now be examined in more detail. The fourth, litters of pigs farrowed, will not be examined because of its close association with the number of hogs sold on farms of this type. Table 54 shows the relation of the gross value of crops to the months of labor hired, Table 55 considers the value of total working assets and Table 56 treats the number of hogs sold.

The gross value of crops appear to increase with labor hirings up to the $50,000 level. Beyond this level the number of farms are again small

Table 54. Gross value of crops vs. months of labor hired on specialized hog farms

	Months of labor hired									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	77.8	22.2	-	-	-	-	-	-	-	100.0 (18)
10,000 - 19,999	45.2	41.3	8.7	-	3.8	1.0	-	-	-	100.0 (104)
20,000 - 29,999	22.6	41.9	16.1	4.8	8.1	3.2	1.6	-	1.6	100.0 (62)
30,000 - 39,999	25.9	25.9	18.5	7.4	7.4	7.4	-	3.7	3.7	100.0 (27)
40,000 - 49,999	12.5	37.5	6.3	12.5	12.5	6.3	-	-	12.5	100.0 (16)
50,000 - 59,999	33.3	16.7	33.3	-	16.7	-	-	-	-	100.0 (6)
60,000 - 69,999	-	25.0	-	-	-	50.0	-	-	25.0	100.0 (4)
70,000 - 79,999	-	-	50.0	-	50.0	-	-	-	-	100.0 (2)
80,000 - 89,999	-	-	-	-	-	-	-	-	-	- (0)
90,000 +	-	-	-	-	100.0	-	-	-	-	100.0 (1)
Total	35.5	36.4	11.6	2.9	6.6	3.3	.4	.4	2.9	100.0 (242)

Table 55. Value of total working assets vs. months of labor hired on specialized hog farms

	Months of labor hired									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
4,999 or less	61.9	33.3	4.8	-	-	-	-	-	-	100.0 (21)
5,000 - 9,999	41.2	42.6	10.3	-	2.9	2.9	-	-	-	100.0 (68)
10,000 - 14,999	43.6	34.5	7.3	-	7.3	5.5	1.8	-	-	100.0 (55)
15,000 - 19,999	21.2	48.5	15.2	6.1	3.0	3.0	-	-	3.0	100.0 (33)
20,000 - 24,999	26.1	30.4	13.0	8.7	17.4	4.3	-	-	-	100.0 (23)
25,000 - 29,999	20.0	30.0	25.0	10.0	15.0	-	-	-	-	100.0 (20)
30,000 - 34,999	25.0	25.0	25.0	12.5	-	-	-	-	12.5	100.0 (8)
35,000 - 39,999	14.3	-	14.3	-	14.3	-	-	14.3	42.9	100.0 (7)
40,000 - 44,999	-	-	-	-	-	100.0	-	-	-	100.0 (1)
45,000 +	16.7	33.3	-	-	16.7	-	-	-	33.3	100.0 (6)
Total	35.5	36.4	11.6	2.9	6.6	3.3	0.4	0.4	2.9	100.0 (242)

Table 56. Number of hogs sold vs. months of labor hired on specialized hog farms

Number of hogs sold	Months of labor hired									Total % (N)
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	
1-99	-	-	-	-	-	-	-	-	-	-
100-199	100.0	-	-	-	-	-	-	-	-	100.0 (1)
200-299	45.5	45.5	9.1	-	-	-	-	-	-	100.0 (22)
300-399	50.0	34.6	11.5	-	3.8	-	-	-	-	100.0 (26)
400-499	37.0	37.0	22.2	-	-	3.7	-	-	-	100.0 (27)
500-599	42.9	53.6	-	3.6	-	-	-	-	-	100.0 (28)
600-699	41.7	41.7	8.3	-	8.3	-	-	-	-	100.0 (24)
700-799	28.6	28.6	10.7	7.1	17.9	7.1	-	-	-	100.0 (28)
800 +	22.9	31.3	14.5	4.8	9.6	6.0	1.2	1.2	8.4	100.0 (83)
Total	35.5	36.4	11.6	2.9	6.6	3.3	0.4	0.4	2.9	100.0 (242)

but there does not appear to be any trend towards even larger amounts of labor hired.

It would appear that at all levels of total working assets, the amount of labor hired is associated with it. An examination of percentages down a column indicate that they are decreasing for the ranges of zero to 3 months of labor hired and increasing for the ranges of 10 months of labor and more.

The number of hogs sold also appears to be correlated with the amount of labor hired at all levels. This may be somewhat misleading however, because the largest number of farmers fell in the highest category and hence were not evenly distributed over the table.

Specialized Dairy Farms

The average acreage of these farms was 260 acres with 208 rotated acres. This would indicate that these farms are much smaller than the average. There were an average of 42 cows milked on these farms with very few other enterprises indicating that these farms were quite specialized in dairy production. The total annual labor utilized was 17.7 months, 13.3 of which was operator labor, 3.2 hired labor, and 1.4 months of family labor. From this it can be seen that these farms relied much more heavily on operator and family labor than did other farm types.

In Table 47 it was shown that the gross value of crops, number of dairy cows and number of cattle sold appeared to be significantly correlated with the amount of labor hired. The first two of these will now be examined in more detail. Although the number of cattle sold was correlated, from the stated criteria, cattle feeding was not allowed. Therefore it would seem a logical conclusion that the cattle sold were animals not needed in the dairy herd such as young bull calves, etc. and hence closely related to the number of dairy cows. Table 57 considers the relation of the gross value of crops with months of labor hired and Table 58 treats the number of dairy cows.

The gross value of crops appears correlated if we examine the amount of labor hired to accumulate 75 percent of the total at each value level. At $10,000, 75 percent hired 3 months or less of labor but at $30,000 the range must be extended to 15 months of labor to encompass 75 percent of the total.

The number of dairy cows shows a definite relationship with the amount of labor hired. The major portion of the smaller farmers hired 3 months or less and none of the large producers hired less than 4 months.

Hog-Beef Farms

There were 951 farms in this category. The average total acreage of these farms was 397 acres with 335 rotated acres. These farms farrowed, on the average, 60 litters of pigs, sold 504 hogs and fed out 197 cattle. Of the 18.4 total months of labor used, 12.5 months were operator labor, 7.5 months hired labor and 0.9 months family labor.

In Table 47 it was shown that the following variables appeared to be significantly correlated with the amount of labor hired; gross value of crops, value of total working assets, number of cattle sold, and the number of hogs sold. These four variables will now be examined in more detail. Table 59 considers the relation of the gross value of crops to the months of labor hired, Table 60 treats the value of total working assets, Table 61 considers the number of cattle sold and Table 62 examines the number of

Table 57. Gross value of crops vs. months of labor hired on specialized dairy farms

Dollars	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	41.2	35.3	17.6	-	-	-	-	-	5.9	100.0 (17)
10,000-19,999	36.1	47.2	5.6	-	5.6	2.8	2.8	-	-	100.0 (36)
20,000-29,999	40.0	13.3	33.3	-	6.7	6.7	-	-	-	100.0 (15)
30,000-39,999	-	66.7	-	-	-	33.3	-	-	-	100.0 (3)
40,000-49,999	-	50.0	-	-	-	-	-	-	50.0	100.0 (2)
Total	35.6	38.4	13.7	-	4.1	4.1	1.4	-	2.8	100.0 (73)

Table 58. Number of dairy cows vs. months of labor hired on specialized dairy farms

Number of cows	Months of labor hired									Total % (N)
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	
10-24	50.0	37.5	12.5	-	-	-	-	-	-	100.0 (8)
25-34	37.0	55.6	3.7	-	3.7	-	-	-	-	100.0 (27)
35-44	46.7	33.3	20.0	-	-	-	-	-	-	100.0 (15)
45-54	33.3	22.2	11.1	-	11.1	22.2	-	-	-	100.0 (9)
55-64	33.3	16.7	33.3	-	-	16.7	-	-	-	100.0 (6)
65-74	-	-	50.0	25.0	-	25.0	-	-	-	100.0 (4)
75 +	-	-	25.0	-	-	-	25.0	-	50.0	100.0 (4)
Total	35.6	38.4	13.7	-	4.1	4.1	1.4	-	2.8	100.0 (73)

Table 59. Gross value of crops vs. months of labor hired on hog-beef farms

	Months of labor hired									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	74.4	23.3	2.3	-	-	-	-	-	-	100.0 (43)
10,000 - 19,999	46.6	40.6	6.8	1.5	3.8	0.8	-	-	-	100.0 (266)
20,000 - 29,999	22.9	43.0	14.9	5.9	8.7	2.2	0.6	0.3	1.5	100.0 (323)
30,000 - 39,999	12.3	25.8	22.1	9.8	13.5	9.8	2.5	2.5	1.8	100.0 (163)
40,000 - 49,999	5.9	14.1	11.8	9.4	20.0	20.0	9.4	1.2	8.3	100.0 (85)
50,000 - 59,999	10.3	7.7	20.5	10.3	23.1	17.9	2.6	2.6	5.2	100.0 (39)
60,000 - 69,999	-	8.7	17.4	-	8.7	8.7	4.3	17.4	34.7	100.0 (23)
70,000 - 79,999	-	-	33.3	-	33.3	-	-	-	33.3	100.0 (3)
80,000 - 89,999	-	-	-	-	-	50.0	50.0	-	-	100.0 (2)
90,000 +	-	-	-	-	50.0	-	-	-	50.0	100.0 (4)
Total	27.2	33.2	13.2	5.4	9.6	5.5	1.8	1.2	3.0	100.0 (951)

Table 60. Value of total working assets vs. months of labor hired on hog-beef farms

	Months of labor hired									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
4,999 or less	63.6	29.5	2.3	2.3	2.3	-	-	-	-	100.0 (44)
5,000 - 9,999	47.2	40.0	6.7	.6	2.2	2.2	0.6	-	0.6	100.0 (180)
10,000 - 14,999	26.6	43.6	13.3	5.0	7.1	1.7	2.1	-	0.8	100.0 (241)
15,000 - 19,999	26.2	30.4	16.8	7.9	10.7	4.2	1.4	0.5	1.9	100.0 (214)
20,000 - 24,999	8.1	30.1	22.0	6.5	16.3	12.2	1.6	0.8	2.4	100.0 (123)
25,000 - 29,999	14.5	17.4	11.6	10.1	15.9	14.5	2.9	10.1	2.8	100.0 (69)
30,000 - 34,999	11.4	22.9	17.1	-	25.7	11.4	5.7	-	5.8	100.0 (35)
35,000 - 39,999	10.0	10.0	5.0	10.0	20.0	20.0	5.0	-	20.0	100.0 (20)
40,000 - 44,999	-	11.1	22.2	22.2	11.1	-	-	11.1	22.2	100.0 (9)
45,000 +	-	6.3	6.3	6.3	6.3	12.5	6.3	6.3	50.0	100.0 (16)
Total	27.2	33.2	13.2	5.4	9.6	5.5	1.8	1.2	3.0	100.0 (951)

Table 61. Number of cattle sold vs. months of labor hired on hog-beef farms

Number of cattle sold	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
0	11.1	44.4	22.2	-	-	11.1	-	11.1	-	100.0 (9)
1-99	43.3	36.2	8.3	3.1	6.3	1.4	0.3	-	1.2	100.0 (351)
100-199	23.9	39.3	16.2	5.9	7.4	3.7	0.7	1.5	1.5	100.0 (272)
200-299	15.8	37.4	17.3	3.6	9.4	10.8	2.9	-	2.9	100.0 (139)
300-399	16.2	18.9	14.9	12.2	21.6	6.8	5.4	1.4	2.8	100.0 (74)
400-499	4.9	12.2	17.1	9.8	17.1	14.6	4.9	4.9	14.6	100.0 (41)
500-599	11.8	11.8	17.6	23.5	23.5	-	-	5.9	5.9	100.0 (17)
600-699	16.7	11.1	22.2	5.6	11.1	16.7	5.6	5.6	5.6	100.0 (18)
700-799	-	8.3	16.7	8.3	-	25.0	8.3	-	33.4	100.0 (12)
800 +	-	11.1	-	-	38.9	22.2	11.1	5.6	11.2	100.0 (18)
Total	27.2	33.2	13.2	5.4	9.6	5.5	1.8	1.2	3.0	100.0 (951)

Table 62. Number of hogs sold vs. months of labor hired on hog-beef farms

Number of hogs sold	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
0	25.0	25.0	-	-	-	25.0	-	25.0	-	100.0 (4)
1-99	32.1	46.4	14.3	-	3.6	-	-	-	3.6	100.0 (20)
100-199	41.9	32.3	9.7	3.2	6.5	6.5	-	-	-	100.0 (93)
200-299	39.2	41.9	10.8	2.0	4.1	0.7	-	-	1.4	100.0 (148)
300-399	34.5	41.4	12.4	3.4	4.8	1.4	0.7	-	1.4	100.0 (145)
400-499	23.6	41.4	17.1	3.6	7.1	4.3	-	1.4	1.4	100.0 (140)
500-599	26.5	31.6	19.7	6.8	9.4	1.7	2.6	-	1.8	100.0 (117)
600-699	14.3	30.0	15.7	10.0	11.4	7.1	4.3	4.3	2.8	100.0 (70)
700-799	15.5	20.7	3.4	12.1	24.1	15.5	1.7	-	10.2	100.0 (58)
800 +	12.8	14.9	12.8	8.8	18.9	13.5	6.1	3.4	8.8	100.0 (148)
Total	27.2	33.2	13.2	5.4	9.6	5.5	1.8	1.2	3.0	100.0 (951)

hogs sold.

All of these variables show a very definite correlation with the amount of labor hired because of the large size of the sample and because of the interrelationship of the variables to each other. The gross value of crops appears correlated at all but the very highest levels.

The value of total working assets which in this case might contain a sizeable amount of livestock equipment as well as field machinery, also shows a strong correlation at all levels. An examination of the percentage for any column indicates that the highest percentage for any column moves down as the amount of labor hired increases.

Though the number of cattle sold was correlated, the wide dispersion can be explained by the fact that some farmers feeding small numbers of cattle had large hog operations and hence hired larger amount of labor. The same, though opposite, conclusion can be drawn for the number of hogs sold.

Hog-Dairy Farms

The average total acreage of these farms was 286 acres with 236 rotated. Though somewhat larger than specialized dairy farms, these farms were still small when compared to other types. On the average, these farms farrowed 45 litters of pigs, sold 352 hogs, and milked 30 cows. Of the 17.9 total months of labor used, operator labor accounted for 12.5 months, hired labor 3.9 months and family labor 1.5 months. Altogether 159 farms were of this type.

In Table 47 it was shown that the gross value of crops, total working assets, and the number of dairy cows appeared to be correlated with the amount of labor hired. These three variables will now be considered in greater detail. Table 63 treats the gross value of crops, Table 64 the value of total working assets and Table 65 considers the number of dairy cows.

The correlation of the gross value of crops with the months of labor hired can be seen by looking at the accumulated percentage for each level of value of crops. At the lowest level, 75% of the farms hired no labor. However, at the $30,000 level, farms hiring as high as 16 months of labor had to be included in order to encompass 75% of the total.

The value of total working assets is correlated with the amount of labor hired at all levels.

The number of dairy cows appears somewhat less correlated. Some farmers with smaller dairy herds had larger hog operations and hence utilized more labor than others.

Summary

This chapter considered the correlation of the amount of labor hired with related farm variables. Product moment correlation coefficients were first developed between the farm type and a large number of variables. From this table, those variables shown to be significant in explaining the amount of labor hired for each farm type were selected for a more detailed consideration.

The farms considered ranged in size from 435 acres for grain farms to a low of 260 acres for specialized dairy farms. Each farm specialized in one or a limited number of livestock enterprises with the exception of grain farms which kept few livestock.

On all farms the gross value of crops produced was shown to be an

Table 63. Gross value of crops vs. months of labor hired on hog-dairy farms

	Months of labor hired									
Dollars	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
9,999 or less	76.2	23.8	-	-	-	-	-	-	-	100.0 (21)
10,000 - 19,999	41.6	28.1	20.2	5.6	2.2	2.2	-	-	-	100.0 (89)
20,000 - 29,999	12.8	33.3	7.7	12.8	15.4	12.8	2.6	-	2.6	100.0 (39)
30,000 - 39,999	16.7	33.3	-	-	16.7	16.7	16.7	-	-	100.0 (6)
40,000 - 49,999	-	-	-	-	-	-	-	-	100.0	100.0 (1)
50,000 - 59,999	-	-	-	-	-	-	-	-	100.0	100.0 (1)
60,000 - 69,999	-	-	50.0	-	-	-	-	-	50.0	100.0 (2)
Total	37.1	28.3	13.8	6.3	5.7	5.0	1.3	-	2.5	100.0 (159)

Table 64. Value of total working assets vs. months of labor hired on hog-dairy farms

Dollars	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
4,999 or less	66.7	25.0	8.3	-	-	-	-	-	-	100.0 (12)
5,000 - 9,999	50.0	27.3	22.7	-	-	-	-	-	-	100.0 (44)
10,000 - 14,999	45.2	33.3	7.1	4.8	9.5	-	-	-	-	100.0 (42)
15,000 - 19,999	17.1	28.6	17.1	17.1	8.6	11.4	-	-	-	100.0 (35)
20,000 - 24,999	22.2	22.2	-	-	22.2	22.2	-	-	11.1	100.0 (9)
25,000 - 29,999	11.1	44.4	22.2	-	-	11.1	-	-	11.1	100.0 (9)
30,000 - 34,999	-	-	-	50.0	-	-	-	-	50.0	100.0 (4)
35,000 - 39,999	-	-	-	-	-	33.3	66.7	-	-	100.0 (3)
40,000 - 44,999	-	-	-	-	-	-	-	-	-	-
45,000 +	100.0	-	-	-	-	-	-	-	-	100.0 (1)
Total	37.1	28.3	13.8	6.3	5.7	5.0	1.3	-	2.5	100.0 (159)

Table 65. Number of dairy cows vs. months of labor hired on hog-dairy farms

Number of dairy cows	Months of labor hired									
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22 +	Total % (N)
0	33.3	-	66.7	-	-	-	-	-	-	100.0 (6)
1-9	25.0	25.0	-	50.0	-	-	-	-	-	100.0 (4)
10-24	63.0	29.6	3.7	-	1.9	1.9	-	-	-	100.0 (54)
25-34	24.4	40.0	13.3	8.9	8.9	4.4	-	-	-	100.0 (45)
35-44	33.3	20.8	16.7	4.2	12.5	12.5	-	-	-	100.0 (24)
45-54	16.7	25.0	33.3	16.7	-	-	-	-	8.3	100.0 (12)
55-64	12.5	12.5	25.0	12.5	-	12.5	12.5	-	12.5	100.0 (8)
65-74	-	25.0	-	-	25.0	-	25.0	-	25.0	100.0 (4)
75-84	-	-	-	-	-	100.0	-	-	-	100.0 (1)
85 +	-	-	-	-	-	-	-	-	100.0	100.0 (1)
Total	37.1	28.3	13.8	6.3	5.7	5.0	1.3	-	2.5	100.0 (159)

important variable in explaining the amount of labor hired. Even though many farms had large livestock herds, the larger herds were usually associated with larger land bases.

The value of total working assets also was correlated for farms of all types. The working assets include mainly the cropping machinery and livestock equipment on the farm. As a result, as the farm and labor needs of the farm increased the value of the working assets increased also.

The other items correlated were the livestock activities pertinent to the particular farm type being discussed.

It is possible to understand the correlation of these items on all farms by realizing that labor is generally not hired by the farmer to perform one particular task. This is especially true of full-time laborers. Even though a full-time man was working on a specialized beef feeding farm, he did not spend all of his time working with livestock. Much of it was probably spent on cropping activities as well.

GENERAL SUMMARY

This study has been concerned with determining some of the characteristics associated with the farms and farmers hiring labor in Iowa and some of the characteristics of the employees themselves.

Three approaches were used: 1) a mail survey of the members of the Iowa Farm Business Association, 2) personal interviews with employers and employees and 3) record analysis of specialized farms in the Iowa Farm Business Association.

Among four variables considered separately in determining characteristics of farms hiring labor, the size of the farm in acres appeared to be most useful. The economic area the farm was located in, the farm type, and the amount of family labor available did not appear highly important as indicators of the amount of labor hired on a particular farm.

The analysis of specialized farms also indicated that size indicators rather than location or type were most important. Over all of the specialized farm types considered, there were no great differences in the average total months of labor hired. For each farm type considered the items most highly correlated with the amount of labor hired were the value of crops grown, the value of total working assets and the particular livestock activities on that farm. It would be very difficult to pick one or two variables as most important in determining the amount of labor hired; rather this is the result of the interaction of several variables and this study was not designed to determine how these various factors were interacting with one another.

For the most part, farmers were still paying their full-time men in the traditional manner of a cash wage plus a house, some farm produce, and health or accident insurance with possibly a bonus at the end of the year. The cash wages paid to the majority ranged from \$350-\$450 with some tendency in the southwest part of Iowa to pay a somewhat lower wage of from \$299-\$350. There was, however, no difference detected over different farm types. Fringe benefits were valued at \$900 or greater for the majority. Bonuses given were, in most cases, less than \$300. The total annual payments to employees ranged from \$4500 to \$7000. The difference in a large number of cases resulted from the fringe benefits provided being valued at different levels even though the number of benefits provided were the same.

On the average, part-time employees were paid a wage of \$1.50-\$1.74 and indications were that the most popular wage was \$1.50. There was a tendency to pay lower wages on some farm types and in certain economic areas but no really large differences were uncovered.

The employers surveyed through the mail were asked to indicate how high wages for part-time and full-time employees could go before forcing them to reduce the amount they would hire. The response to this portion of the questionnaire was quite low. This would seem to indicate that most farmers do not make a conscious effort to determine the productivity of labor on their farms. As a result, many cannot determine at what wage level they would begin to reduce the amount of labor hired.

Nonetheless, those who did respond indicated that part-time labor had reached the highest level it could. They said that \$1.50-\$1.74 was the most they could pay and this value was also the actual amount being paid by most employers. Two dollars per hour was the wage at which most employers indicated they would reduce their part-time labor hirings by 25 percent.

(3)

The demand for full-time employees appeared much more stable, especially for those farms of larger size in acres. Though the most popular wage was $300-$349, the indicated highest cash wage payable was $400 or more on the majority of farms. On farms of large size in acres, respondents indicated cash wages would have to reach $500 or more to force a 25 percent reduction in the amount of full-time labor they would hire.

Most employees were rated as semi-skilled when given a choice of four skill levels ranging from unskilled to supervisory. A semi-skilled person was defined as a person who did work such as plowing, disking, or operating mechanical feeding equipment. While this definition may not agree with other definitions of the abilities of a semi-skilled individual, it does indicate the level of work done by most men. Those employees interviewed personally were rated as skilled, however they were determined not to be representative of most full-time men.

Most employers were operating units of such size that there was no need to delegate responsibility for management decisions to their men. And indeed, as pointed out, when employers were asked to indicate which characteristics they would like to have in the full-time men they hire, very few were interested in an employee's ability to supervise. The characteristics most desired were mainly in the area of developing a competence in their work. The abilities to reason and make decisions, follow directions, operate equipment, and to handle livestock were deemed most important.

This lack of interest in the employee as a supervisor can be seen also in the competence or supervision level employers gave their full-time men. Most employees were assigned several jobs at once with very few given an area of work and then held responsible for it.

The most common source used by farmers to obtain labor was that of personal contact either with the employee directly or indirectly from neighbors. Farmers find that this informal method is often the most efficient way to locate available labor. This is especially true for finding part-time laborers. However, because of the scarcity of full-time farm laborers, often times they cannot be found locally and farmers will then go to such sources as the Iowa State Employment Service or place an ad in a statewide newspaper.

The aspirations of full-time farm workers as gleaned from personal interviews with them was that most of them were entirely contented with their present employment. They were doing what they wanted to do at a wage they thought adequate and had no desire to change. Judging from the known amount of turnovers of full-time laborers on Iowa farms, these men were not a representative sample. They do, however, point up some of the vital prequisites of a contented farm laborer. Paramount among these is a liking for the work and the employer and satisfaction with the pay.

Finally, what do the results indicate about the future of farm labor in Iowa? It would appear that as the number of farms in Iowa continues to decrease and their size continues to increase, there will be an increased percentage of farms employing full-time laborers, with a decrease in the amount of part-time labor utilized.

If we can look at those farmers who are members of the Iowa Farm Business Associations as being an indication of future trends, then it would appear that cropping activities will remain in association with livestock activities on the same farm. The farms, though increasing in size, will not employ over two or three men including the operator or operators who will be providing labor as well as management. This has implications for the training of potential employees from two standpoints.

First, potential employees must be provided with skills in more than one area of the farming operation. An employee is going to have to know more than just how to operate a tractor or livestock feeding equipment. He will be required to be able to work at a variety of different activities on the farm.

Secondly, the employer will not be interested in the employee's ability to supervise the work of others. If the future farm is going to employ only the operator and one or two full-time employees, there is no need to train a man to supervise. This job will be left up to the employer.

In summary, it would appear that future employees will need to be technically competent in a variety of crop and livestock skills with less emphasis upon the more subjective trait of ability to supervise.

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APPENDIX A

Cooperative Extension Service
IOWA STATE UNIVERSITY
Ames, Iowa 50010

Economics
East Hall

July 3, 1968

Dear Farm Business Association Cooperator:

We need your assistance in obtaining information relative to the manpower needs of Iowa farmers. This information will be invaluable to us in determining how much labor farmers are going to be needing in the future and the types of training needed for these jobs. We feel that by contacting the Farm Business Association cooperators we are obtaining information from the more progressive farmers in Iowa who will be setting the trend of future labor hirings.

Will you please complete the enclosed questionnaire and return it to our office at your earliest convenience.

A return envelope that needs no postage is enclosed.

We will report back to you a summary of our findings. Your cooperation will be greatly appreciated. Thank you.

Sincerely,

HBHowell
H. B. Howell
Extension Economist

HBH:mw

Iowa State University and U. S. Department of Agriculture cooperating

Hired Farm Labor Survey

Name______________________ Address_____________________ County_____________

I. Farm Business Organization:

A. Is this a partnership?_____ Corporation?_____

B. Total acres owned_____; rented_____; farmed_____

C. If you rent, check which lease arrangement best describes yours cash____; crop-share____; livestock-share____; other (specify)___

II. Family Farm Labor:

Complete the following tables for various family members who worked on the farm. Include only members who worked 10 or more days at productive farm tasks. Children over 18 years of age and not in college or trade school will be defined as hired labor and not included in this section. Full time is defined as continuous work for most of one season (approximately 3 months).

			Type of Labor (check)		Seasons Worked (check which)				
First name of family member	Age	Days Worked	Full-time	Part-time	Spring	Summer	Fall	Winter	Total cash wage paid
1. Operator									$
2.									
3.									
4.									
5.									

III. Sources of Hired Labor:

If you now have a hired man indicate which of the following sources you used to find him. If you do not have a hired man indicate which source you would first use to find one.

_____ 1. Hiring away from neighboring farmer
_____ 2. Placing an ad in a local paper
_____ 3. Placing an ad in national or regional farm magazine
_____ 4. Contacting the County Extension Office
_____ 5. Contacting the Iowa State Employment Office
_____ 6. Other (specify) ______________________________

IV. Farm Labor Prices:

How high could the price of labor go and

1. Not reduce the amount you would hire?

Part-time: $___per hour
Full-time: $___per month

2. Reduce the amount you would hire by 25 per cent?

Part-time: $___per hour
Full-time: $___per month

V. Characteristics sought in hired labor:

From the following list check the 3 things you would like to have most in a hired man.

___Ability to reason and make decisions
___Ability to follow directions
___Ability to operate mechanical equipment
___Ability to handle livestock
___Ability to communicate
___Ability to supervise
___Other (specify)________________________________

VI. Hired Labor Information:

Consider family members as hired labor if they work for a cash wage, are over 18 years of age and not in college or trade school. Full time is defined as continuous employment for one or more seasons (approx. 3 months). Do not include exchange labor or anyone who worked for you 10 days or less.

Fill in the table as it pertains to each laborer hired by you in the past year.

Answer the following questions as they pertain to the laborers listed on the right.

	First name of hired laborers			
	1.____	2.____	3.____	4.____
A. General Information:				
1. Indicate relationship if a family member	____	____	____	____
2. Approximate age in years	____	____	____	____
3. Place a check mark if married	____	____	____	____
4. Type of laborer (check which)				
Part-time	____	____	____	____
Full-time	____	____	____	____
5. Approximate number of days worked on farm	____	____	____	____
6. Seasons of employment (check which seasons worked)				
Spring	____	____	____	____
Summer	____	____	____	____
Fall	____	____	____	____
Winter	____	____	____	____
7. For how many years have you hired this man	____	____	____	____
8. Wage agreements				
a. Salary				
per hour	$____	$____	$____	$____
or per month	$____	$____	$____	$____
b. Bonus paid	$____	$____	$____	$____
c. Other benefits provided (check those which apply)				
Room	____	____	____	____
Board	____	____	____	____
House	____	____	____	____
Utilities	____	____	____	____

Health &/or life insurance ____ ____ ____ ____
Farm produce ____ ____ ____ ____
Estimated total cash value of all items checked $____ $____ $____ $____
d. Days of vacation provided ____ ____ ____ ____

B. Skill levels of laborers:
For each laborer hired check the skill level he possessed
1. Crop Activities
a. Unskilled (loading bales, scooping grain, etc.) ____ ____ ____ ____
b. Semi-skilled (plowing, disking, mowing, etc.) ____ ____ ____ ____
c. Skilled (mixing & applying chemicals, planting row crops, operating combine, repairing machinery, etc.) ____ ____ ____ ____
d. Supervisory (assuming responsibility for major cropping activities) ____ ____ ____ ____

2. Livestock Operations:
a. Unskilled (hand feeding livestock, grinding feed, hauling manure, etc.) ____ ____ ____ ____
b. Semi-skilled (weighing feed, mixing rations, operating mechanical feeding equipment, etc.) ____ ____ ____ ____
c. Skilled (casterating animals, milking cows, etc.) ____ ____ ____ ____
d. Supervisory (selecting breeding stock, responsibility for livestock operation) ____ ____ ____ ____

C. Competence Levels:
For each laborer check the amount of supervision which he requires
1. Given complete freedom to determine jobs which need to be done and carries out these decisions ____ ____ ____ ____
2. Assigned several jobs and left to do them ____ ____ ____ ____
3. Assigned one task and when completed waits for another ____ ____ ____ ____
4. Works near or with the operator at all times ____ ____ ____ ____
5. Given only menial tasks requiring no supervision ____ ____ ____ ____

VII. Your comments: (work incentive other than bonuses, etc.)

APPENDIX B

Employer Questionnaire Farm Labor Survey July 1968

Name______________________ Address______________ County____________

I. OPERATIONAL ORGANIZATION OF THE FARM BUSINESS FOR 1967

Is your farm business set up as a

____ 1. Single proprietorship

____ 2. Partnership with one or more relatives (indicate relationship________________________________)

____ 3. Partnership with non family member

____ 4. Corporation

II. NATURE OF FARMING ACTIVITIES FOR 1967

A. LAND OPERATED

Indicate the number of acres of the following which you had in 1967

	Owned	Rented	Total
Row crops and small grains	____	____	____
Diverted acres	____	____	____
Hay and rotated pasture	____	____	____
Permanent pasture	____	____	____
Other	____	____	____

B. LIVESTOCK

Indicate the following about your livestock operations for 1967

Number of beef cows on hand 12/31/67 ______

" " feeder cattle marketed in 1967 ______

" " dairy cows on hand 12/31/67 ______

" " litters of pigs farrowed in 1967 ______

" " hogs marketed in 1967 ______

" " ewes on hand 12/31/67 ______

Number of lambs marketed in 1967 ______

" " laying hens on hand 12/31/67 ______

" " (broilers) (turkeys) marketed in 1967 ______

IF RESPONDENT RENTED LAND IN 1967

C. How many acres did you have under the following types of leases:

1. Cash lease ______
2. Crop share ______
3. Livestock share ______
4. Other ______

D. Did you have any custom operations performed on your farm in 1967

Yes____ No____

IF YES

What were they

1. ____________________
2. ____________________
3. ____________________

III. EMPLOYER BACKGROUND

A. How old are you? ____

B. How many years of school have you completed? 8 9 10 11 12 13 14 15 16

C. Have you had any vocational or technical training? Yes____ No____

IF YES

D. 1. What amount and kind of training did you receive? ____________

____

2. What was the date this training took place? ____________

E. How would you rate yourself as to activity in organizations:

____ 1. Very active

____ 2. Fairly active

____ 3. Medium active

____ 4. Not active at all

____ 5. Not in any organizations

IF RESPONDENT CHECKED 1-3 ABOVE ASK F.

F. Are you currently an officer or serving on any committees in any organizations?

Yes ____ No ____

IF YES How many office___ and committee___ positions do you hold?

G. What is your marital status: Married__ Single__ Divorced__ Widower__

IF OTHER THAN SINGLE

Number of children living at home* ______

Number of children living away from home ______

*Children going to school away from home but returning during vacation periods are considered living at home.

IV. FARM LABOR SUPPLY

Indicate the following for people who worked 10 or more days on your farm in 1967. Full-time is defined as continuous employment for 3 months or longer.

Wife	Name	Age	Years School comp.	Type of laborer		Days Worked	Seasons Worked			
				Part-T.	Full-T.		Spring	Summer	Fall	Winter
1.										
2.										
Children*										
1.										
2.										

*All children over 18 yrs. age and not in college or trade school and working for a cash wage are to be considered hired laborers

	Name	Age	Years School comp.	Type of laborer		Days Worked	Seasons Worked			
				Part-T.	Full-T.		Spring	Summer	Fall	Winter
3.										
4.										
5.										
Hired Laborers										
1.										
2.										
3.										
4.										

V. WAGE AGREEMENTS

A. Indicate the following about the wage agreements for children as listed previously

	When work performed			Wage Agreement (check those which apply and est. value)					
Child	After Sch.	Week-ends	Summ. vaca.	No wage	Hourly wage	Profit share	Enterprise support**	Allowance	Est. total cash equil. for the year***
1.									$
2.									$
3.									$
4.									$
5.									$

**This covers items such as 4-H or F.F.A. projects etc.

***As per wage agreement and does not include normal parental support such as housing etc.

B. Indicate the following about wage agreements for hired laborers as listed previously.

		Other Benefits Provided (check which)							
Laborer	Cash wage*	Bonus	Room	House	Util.	Farm Produce	Family Insur.	Health Insur.	Est. Cash value for yr.
1.	$	$							$
2.	$	$							$
3.	$	$							$
4.	$	$							$

Incentives

	Days vacation provided	Pay increases Amount	Rate	Premiums for high production
1.		$		
2.		$		
3.		$		
4.		$		

*Indicate also if per hour, per week, etc.

VI. WORK PERFORMED

A. Which of the following did your wife do in 1967 and to what extent

	Regular	Sometimes	Seldom	Never
1. Kept farm records				
2. Helped with daily chores				
3. Helped with crop production				
4. Helped with livestock				

5. Worked off the farm Part time ___ Full time ___

6. Nature of off farm work ______________________

B. Indicate the skill level which the hired laborers as listed before possess

	Hired Laborers			
	1.	2.	3.	4.
1. Unskilled (scoops, loads bales, etc.)	___	___	___	___
2. Semi-skilled (plows, disks, etc.)	___	___	___	___
3. Skilled (plants, combines, etc.)	___	___	___	___
4. Supervisory (assumes some management)	___	___	___	___

VII. COMPETENCE LEVELS OF HIRED LABORERS

Indicate which general level of supervision you employed for each laborer as listed previously

	Hired Laborers			
	1.	2.	3.	4.
1. Given freedom to determine jobs and do them	___	___	___	___
2. Assigned several jobs at once	___	___	___	___
3. Assigned one task at a time	___	___	___	___
4. Works only near or with the operator	___	___	___	___
5. Given only menial jobs requiring no supervision	___	___	___	___

VIII. EMPLOYER EMPLOYEE RELATIONSHIPS

Which of the following do you employ to better relations between you and your employees to insure that they will work more efficiently and remain with you.

___1. Encourage employee's children to enter 4-H or F.F.A. work and support their projects.

___2. Attempt to integrate the employee into the community by taking him or encouraging him to go to local affairs.

___3. Attempt to interest the employee in his work by sending him to short courses or taking him with you to local business and product promotion meetings.

___4. Provide a means of voicing grievances he may have about work routine etc.

___5. Attempt to interest the employee's wife in the operations of the farm and in the community.

___6. Allow the man freedom to request days off when requested for a specific reason.

___7. Other.____

____

IX. SOURCES OF HIRED HELP

Where would you go for help if your present full time man quit.

___1. Hire away from neighbor

___2. Advertise in local paper

___3. Advertise in regional or national farm magazine

___4. Contact County Extension Office

___5. Contact Iowa State Employment Office

___6. Other____

How did you locate your present man?____________________

____

I would now like to have your comments as to how you perceive the farm labor situation in agriculture and the reasons for such a situation. In other words, what are the problems here and how can we solve them. Also any items which you think are important to consider when hiring and keeping a full time man.

Employee Questionnaire Farm Labor Study July 1968

Name____________________ Address______________________ County__________

I. BACKGROUND

1. How old are you? ____

2. a. How many years of school have you completed? 8 9 10 11 12 13 14 15 16

b. Have you had any vocational or technical training? Yes___ No___

IF YES

c. What was the amount and kind of training you received?________

____

____

d. What was the date this training took place? _________________

3. What is your marital status? Married__ Single__ Divorced__ Widowed___

IF OTHER THAN SINGLE COMPLETE THE FOLLOWING TABLE

4. Family

a. children

			Live at home*		Employed				
First name	Age	Marital status+	Yes	No	Yes	No	Part-T.	Full-T.	Type of work
1.									
2.									
3.									
4.									
5.									
6.									

*Includes children going to school away from home who return home during vacation periods.

+ M- married S - single D - divorced W - widowed

b. Is your wife employed? Yes___ No___

IF YES

What type of work does she do?________________________________

____

Is this work part time____ or full time____?

IF PART TIME

How often does she work?______________________________

IF WORKING EITHER PART TIME OR FULL TIME

Where does she work?_________________________

How long has she been working there?_______________

Approximately how much does she earn per year? $__________

II. PRESENT POSITION

1. How satisfied are you with your present occupation?

____ Very satisfied

____ Satisfied

____ Neutral

____ Dissatisfied

____ Very dissatisfied

2. Were you recruited for this position___ or did you apply___?

3. How were you recruited or how did you locate this job?

___ Contacted personally by employer or contacted employer personally

___ Located through a friend or relative who knew I was looking for work or who knew of work available

___ Answered ad in local paper or placed ad in a local paper

___ Answered ad in national or regional farm magazine or placed such an ad

___ Contacted through the County Extension Office

___ Other____

3. What have been the major factors which have contributed to your being in your present occupation? (i.e. like the work, only one trained for etc.)

____

____

____

4. For each of the jobs listed below indicate whether it is performed on this farm and whether you perform it.

Job	Is it performed?		Do you perform it?	
	Yes	No	Yes	No
1. Plowing	___	___	___	___
2. Planting row crops	___	___	___	___
3. Cultivating	___	___	___	___
4. Mowing forage	___	___	___	___
5. Operating baler	___	___	___	___
6. Operating forage harvester	___	___	___	___
7. Operating grain combine	___	___	___	___
8. Milking cows	___	___	___	___
9. Hand feeding livestock	___	___	___	___
10. Grinding	___	___	___	___
11. Operating mechanical feeding equipment	___	___	___	___
12. Casterating animals	___	___	___	___
13. Welding	___	___	___	___
14. Machinery repair such as replacing broken parts	___	___	___	___

5. What type of employer would you most like to work for?

____ One who gives you an area of work and then holds you responsible for it

____ One who assigns several tasks and leaves you to do them

____ One who assigns one task at a time

____ One who works near or with you at all times

III. ASPIRATIONS OF HIRED LABORERS

1. Are you working at the occupation you intended to work at when you were in high school?

Yes___ No___

a. What occupation did you plan to enter?________________________

b. What factors caused you to change your mind?__________________

____

____

2. If you could work at any occupation you wished, what would you be doing?____

3. Are you content with your present occupation?

Yes___ No___

4. Are you interested in changing your present occupation?

Yes___ No___

IF YES

What would be your main reasons for changing jobs?

1.____

2.____

3.____

5. What occupation would you pursue?________________________________

6. How would you rank yourself as to activity in organizations?

___1. Very active
___4. Not active at all

___2. Fairly active
___5. Not in any organizations

___3. Medium active

7. Would you like to become more active in organizations?

Yes___ No___

IF YES

8. In which areas:

___ School

___ Church

___ Fraternal

___ Community

___ Political

9. In general what type of a man would you most like to work for?

10. If you are not happy with your present wage agreement, what type of agreement would you like to have?

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